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# EC to impose agreed standards on work safety

**By William Dawkins in Brussels**

COMMON standards for health and safety at work are to be imposed across the European Community, thanks to a late-night compromise by EC consumer affairs ministers.

The scheme, which must be vetted by the European Parliament before it can take effect, specifies what employers must do to ensure every aspect of workers' health and safety. This is to be the first imposition of broad obligations as to health and safety on employers throughout the EC, though some countries, such as West Germany and the UK, have detailed laws on working conditions.

Britain had been delaying an accord on common standards because the European Commission plan would have imposed absolute requirements. This

# Hungary confirms troop cut

**By Judy Dempsey in Vienna**

HUNGARY'S Defence Minister has confirmed that the Soviet Union will withdraw a full armoured division from Hungary, but the actual timing has not yet been revealed.

The announcement by General Ferenc Karpati followed a one-day meeting of Warsaw Pact defence ministers which met in Sofia, Bulgaria, on Saturday.

The meeting, chaired by Marshal Viktor Kulikov, commander-in-chief of the Warsaw Pact, was the first since Mr Mikhail Gorbachev, the Soviet leader, announced sweeping unilateral cuts in troops in New York earlier this month.

These include the withdrawal of six tank divisions and 50,000 men from Central Europe over the next two years, as well as the reduction of Soviet forces by 50,000.

Gen Karpati also said the Soviet Union would withdraw its aircraft and "sub-units" stationed in Hungary since 1956.

No details have yet emerged on the precise number of troops and tanks to be withdrawn from East Germany or Czechoslovakia.

The meeting was held "in a spirit of mutual understanding," according to the Bulgarian news agency.

# Debt strategy 'must enter a new phase'

World Bank study suggests time is ripe to rework consensus, reports Stephen Fidler

THE TIME has come for the international debt strategy to enter upon a new phase. These words - of Mr Jean Besset of the World Bank's economic division - are the essence of the hundreds of pages which comprise the World Debt Tables, the annual analysis of the external debt of developing countries by the World Bank, published today.

"The declining interest of commercial banks in sovereign risk lending to highly indebted countries coupled with the continued uncertainties arising from the debt-overhang may be a signal that it is time to rework the 1986 consensus," says the report.

That consensus is the plan announced by the then US Treasury Secretary, Mr James Baker, at the Seoul meeting of the International Monetary Fund and World Bank.

It envisaged that the debtor countries would grow out of their debt problems by pursuing approved growth-oriented economic policies, which would be supported by new loans from creditors.

These new loans have not been forthcoming, and have comprised in recent years only about a quarter of interest payments. The result has been continuing net transfers of resources from the developed to the developed world.

The adjustment burden that this has necessitated in the debtor countries has fallen mainly on investment. Falling investment and declining support from creditors are mutually reinforcing, since the uncertainty triggered by the debt crisis deters both internal and external investors.

In some ways, the prospects for a resolution of the crisis have receded. Even the few new financing packages that have been put together recently have concentrated on clearing arrears to commercial banks and have not contained the forward-looking aspects of earlier financings.

Income per head in most debtor countries is still below the level of a decade ago. This, say World Bank officials, is bringing about a decline in health and education standards that are yet to be reflected in statistics.

Unless something is done to counter this, the alternative "may be the erosion of political support for national governments and prudent economic policies, and the radicalisation of attitudes towards servicing debt among the highly indebted countries."

For the 17 most indebted countries, net resource transfers reached a record \$31.1bn (£17.2bn) in 1988, according to the Bank's preliminary esti-

mates, up from \$21.6bn in 1987 and \$25.8bn a year earlier.

For all developing countries - this includes countries such as South Korea which are pre-paying debts - net transfers to the developed world will

Highly Indebted Countries (HICs)						
	1982	1983	1984	1985	1986	1987
Total external debt (\$bn)	361.0	422.0	438.0	454.0	482.0	527.0
Net flows to HICs (\$bn)	34.6	19.1	13.3	8.0	4.5	8.2
Net resource transfers to HICs (\$bn)	3.7	-8.9	-19.9	-26.5	-25.8	-21.8

Source: World Bank

considerable, marking a significant contrast with previous years. "This most important breakthrough" has enabled banks to seek a mutuality of interest with debtors and offers "the potential of significant industrialised countries."

- A more liberal trading environment.
- Improved co-ordination among creditors. "Bank regulators and tax authorities should continue to make efforts at liberalising and standardising tax and accounting rules, more uniform treatment of loan loss reserves, and regulatory regimes in order to promote the banks' collective interest and avoid a further reduction in the number of active creditors."
- More help from banks, which should take advantage of their strengthened balance sheets to enable well-performing countries to benefit both from debt reduction and concerted new lending.
- A further expansion of the menu of options for creditors in order to maximise the benefits of debt work-outs. These should include voluntary interest capitalisation as an alternative to new money.
- Stepped-up lending from industrial countries and multilateral agencies. The World Bank itself might help in the provision of partial guarantees to commercial banks, where essential to close a transaction and when compatible with the Bank's overall strategy.

# Gaullist RPR chiefs agree party reforms

**By Ian Davidson in Paris**

THE LEADERS of the Gaullist RPR party in France have ratified a reform of its statutes, so as to make it more democratic and more accountable to the grass roots. This follows six months of internal debate over the reform of the party's constitution and the presidential election this year.

The shock of Mr Jacques Chirac's defeat by President François Mitterrand provoked reconfigurations by reformists inside the party, claiming that the leaders had lost touch with the electorate because the party was too centralised and too autocratic.

Under the new statutes, tabled by Mr Alain Juppé, the party's new secretary-general, the principle of election from below will displace that of nomination from above. Every tier of the party's hierarchy is to be mainly composed of directly elected members from the party's grass roots. The nomination of the secretary-general by the president (now Mr Chirac), and the former's annual report, will require rank-and-file approval.

The central committee of the Gaullist party has also adopted a 20-point policy platform on Europe, which proclaims support for the EC single market of 1992, while hinting ambigu-

ously at an undercurrent of nationalism and protectionism.

Mr Edouard Balladur, a former Finance Minister, said: "We want a Europe which is both liberal and organised, which will be built in realism, in agreement with the nations whose identity it will respect."

The platform called for a European currency and a stronger European defence within the framework of Nato.

The Gaullist platform was designed to promote the formation of a common alliance by France's conservative parties in the campaign for direct elections to the European Parliament next June.

To secure such an alliance, the Gaullists have said they are ready to concede leadership of a joint list of candidates to a non-Gaullist. The most likely candidate for this top position would be Mr Valéry Giscard d'Estaing, a former President of France and now leader of the UDF centre-right grouping.

The Gaullist aim of a conservative bloc of candidates in the European Parliament elections in France already seems to have come amorphous, however, because the centrist CDS party has decided not to throw in its European electoral lot with any part of the remainder of the French political right.

# Lufthansa challenge runs into difficulty

**By David Goodhart in Bonn**

THE FIRST serious attempt to challenge the monopoly of West Germany's state-owned airline Lufthansa, on scheduled domestic routes, is running into trouble after six weeks.

Aero Lloyd, West Germany's fourth biggest charter operator, is flying 119-seat DC 9s and 187-seater MD 88s with virtually no passengers between Munich, Frankfurt, Hamburg and Düsseldorf.

Mr Walter Schneider, a senior executive at Aero Lloyd, admits that most flights are carrying only 10 to 15 passengers, although others in the industry put the average number per flight at 7.3 - a load factor of only about 5 per cent. Breakeven is calculated at just over 50 per cent.

However, Mr Schneider insists that initial heavy losses were expected and can be borne for a long period. He hopes that a big advertising drive and possible package deals with major companies will improve business. Aero Lloyd, 49 per cent owned by Mr Bogoyar Gradimsk, is charging between 10 and 15 per cent less than Lufthansa.

Apart from air-taxi services and flights on feeder routes, Lufthansa has never known substantial international competition. Soon, however, it will face two competitors, for next April the Burda brothers, the well-known German entrepreneurs, are to launch German Wings, which will aim to beat Lufthansa on quality rather than price. The Burda brothers will be able to carry heavy losses, at least initially, because of short-term tax benefits.

In the longer run, though, it will be difficult for any carrier apart from an international one to compete viably with Lufthansa. A large proportion of Lufthansa's internal passengers is made up of people connecting with international flights, whose internal flight is almost free. Lufthansa also has long-established special deals for business travellers.

Additional problems for would-be competitors are the fixed of the best time slots and the refusal of Lufthansa to allow passengers from competing internal carriers to switch to its flights if these are earlier or later than expected.

# Freight rates for VLCCs show further strength

**By Kevin Brown, Transport Correspondent**

FREIGHT rates for very large crude carriers (VLCCs) continued to climb last week as brokers predicted that demand would continue to strengthen into the New Year.

Charterers seeking to push their programmes forward into January were said to be having little difficulty in finding suppliers.

This suggests that production is likely to remain above the 18m barrels a day ceiling recently agreed by the oil ministers of the Organisation of Petroleum Exporting Countries (Opec).

The VLCC rate for the trip from the Gulf to North-West Europe moved up to around Worldscale 70 during the early part of the week.

By Friday, a South American principal was reported to have paid Worldscale 75.5 for 270,000 tons of crude from Iran to Brazil as part-cargo on a ship of 300,000 tons.

A ship of 400,000 tons, redeivered from Iranian charterers, quickly found a cargo of 390,000 tons to Japan at Worldscale 64, and a vessel of half the size was fixed at Worldscale 90 for a similar trip.

Demand was strong in West Africa, where ships capable of carrying 1m and 2m barrels were being sought.

VLCCs for the trip from Nigeria to the US were being fixed at around Worldscale 75, and the rate for cargoes of around 120,000 tons was said to be around Worldscale 100.

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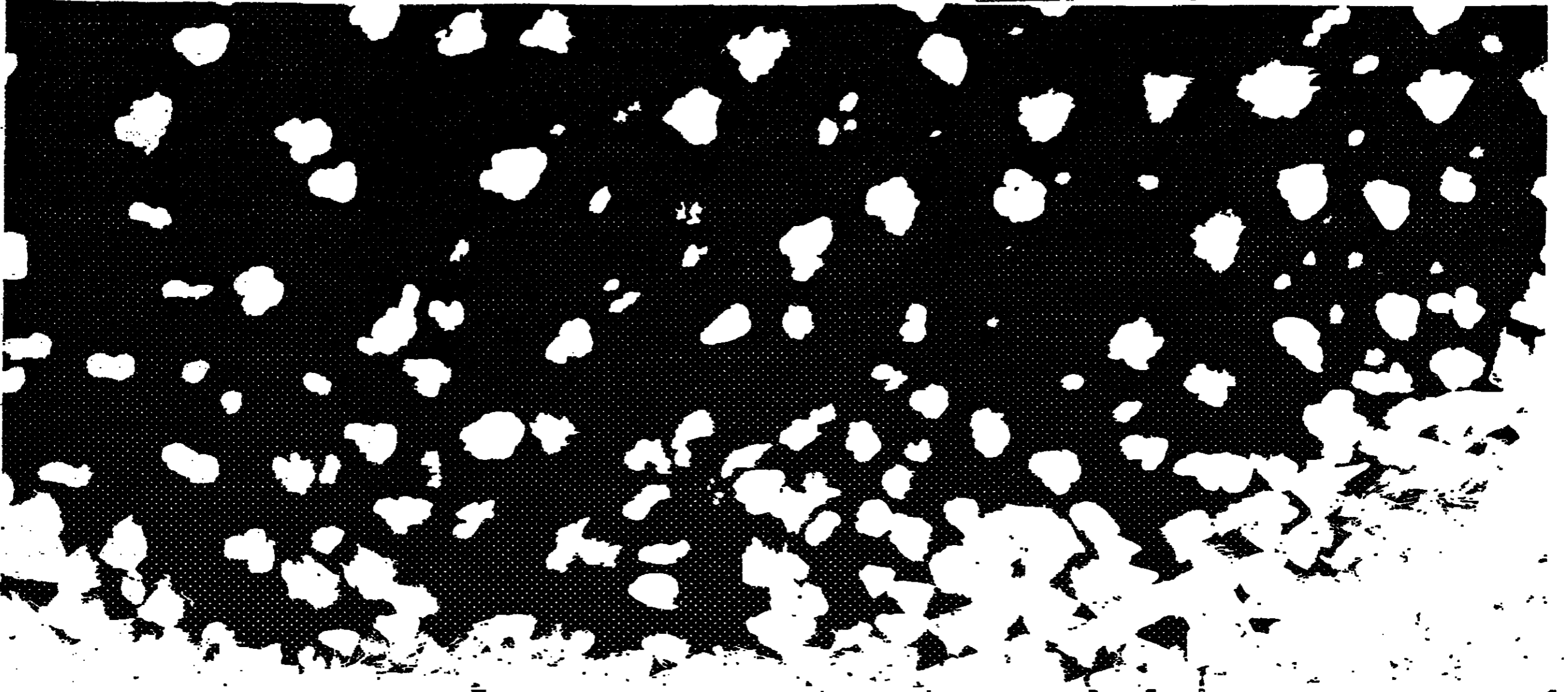
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**INDICATORS**  
(SERVES (US\$))

1988	Aug 88	Oct 88
1987	15 017	15 017
1986	36 813	36 813
1985	53 753	53 753
1984	82 506	82 506
1983	942	942
1982	13 980	13 980
1981	26 307	26 307

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# Industrial gas user group fights fixed price schedule

By Steven Butler

A LARGE group of industrial gas consumers is objecting strongly to proposals that British Gas should publish a fixed schedule for gas prices, as recommended by the Monopolies and Mergers Commission in a report that accused British Gas of abusing its position as a monopoly supplier to industry.

The Energy Information Centre, in a poll representing 100 of its members who account for about 15 per cent of the industrial gas market, or 1.8 billion thermic units, found that nearly all members supported a continuation of negotiated prices with British Gas.

Results of the survey are to be presented today at the House of Commons to the Select Committee on Energy. The findings of the survey are likely to prove highly controversial because they strike at the heart of MMC measures to encourage more transparency and greater competition in energy markets.

## British Midland seeks routes

By Michael Donne, Aerospace Correspondent

BRITISH Midland Airways, part of the Airlines of Britain Holdings group in which Scandinavian Airlines System is taking a 24.9 per cent stake worth £25m, will make applications to the Civil Aviation Authority early in the new year for new short and long-haul international routes.

services (the other £23m out of the overall £25m goes to directors of ABH for some of their shares).

worked out and will be discussed in depth with SAS in the next few weeks, before the revised bids are submitted to the Civil Aviation Authority.

## US approves Airbus A-320 for service

By Michael Donne

THE European Airbus A-320 twin-engine short-to-medium-range jet airliner has been cleared by the US Federal Aviation Administration for fare-paying passenger service in that country.

## National Savings deficit of £235.4m in November

By David Barchard

NATIONAL SAVINGS recorded another exceptionally poor performance in November, the latest of several this year, with a net deficit on funding of £235.4m, according to monthly returns issued yesterday.

## Study of economic data 'being hindered'

By Ralph Atkins, Economics Staff

POOR COMMUNICATION between the Treasury and the Central Statistical Office was a root cause of the recent fall in the quality of UK economic statistics, said a report issued today by Greenwell Montagu, the securities house.

## Scrimgeour gets itself into shape

David Lascelles continues a series on securities firms after Big Bang



John McFarlane: has cut total costs in half

EMBRAZONED across the wall of Citicorp Scrimgeour Vickers' dealing room on London's South Bank is the firm's mission in large black letters: "Our aim: to be the best, most exciting and most successful institutional equities firm."

The moves raised doubts Citicorp's commitment to the UK securities business and its readiness to keep bailing out CSV's losses. However, Citicorp has renewed its support for the firm with a fresh capital injection of \$80m (£44m).

That reflects CSV's belief that in both dealing and research, it is the ability to master the blue-chip sector that gives a house muscle and credibility. However, CSV will also stay in the growth stock sector because of Citicorp's wider interest in building up potential banking clients.

On the sales side, CSV's marketing effort is being concentrated on the UK's top 150 institutions. All through the turmoil of recent months CSV has also been striving to preserve staff morale with slogans and pep talks. Dotted round the dealing room there are notices similar to traffic signs proclaiming "No negative self-talk."

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“On an annualised basis, this level of pre-tax profit exceeds significantly the equivalent figure for any full 12 month period in the past.”

“The new management and organisation structure is now in place. My colleagues on the Board and I consider the outlook for the Bank to be most favourable.”

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	9 months to 30 September 1988	12 months to 31 December 1987
Profit before tax	29,780	21,001
Profit attributable to ordinary shareholders	18,705	11,693
Share and loan capital and reserves	339,460	324,155
Total assets	3,560,660	3,416,102

Copies of the Annual Report and Accounts are available on request from the Public Affairs Department.

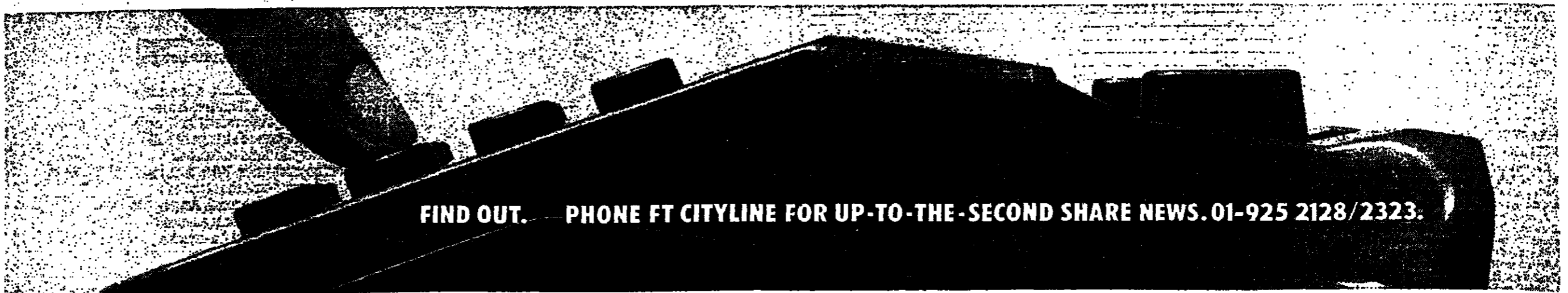
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MANAGEMENT

On the 13th day before Christmas Alf Gooding sat at the boardroom table in the Cardiff headquarters of his Gooding Investments group with seven Japanese industrialists. Five of them had flown in from Tokyo the day before for talks about a joint venture between the two sides.

Electronics

How Race made the Japanese grade

Anthony Moreton on the Welsh group's approach to achieving exacting standards

Gooding, whose main production arm, Race Electronics, was all but on its knees four years ago, swept downhill by the collapse of the home-computer market among its major customers, is more than used to negotiating with the Japanese.

"It needs patience and an awareness of their exacting standards," he says. Gooding should know just how much patience is needed. His is one of the select band of British companies to have become a leading supplier to the Japanese. He numbers many of the Japanese companies in Europe among his customers.

That business has helped to make the group one of the fastest-growing companies in Wales, a major force there in employment terms and a leading supplier of printed circuit boards to the electronics industry.

That rise has been accompanied by growing turnover and profit. In 1985 the Gooding group, of which Race is now the principal production arm, turned in a loss of £500,000 on £3m turnover. This year it should make about £1m on turnover of £40m and the ebullient Gooding is looking for a substantial increase in both profits and turnover next year.

How is it done? How can Race succeed where so many other British companies have failed? Gooding suggests, perhaps a little disingenuously, that "the secret of success is really no secret at all. We produce what they want to a standard which they quite rightly demand, at a price which is competitive and to a timetable which meets

their stringent requirements." That begs the question, though. Lots of other companies do that. More specifically, Gooding admits success comes down to tight management and it helps if that management has an appreciation of the Japanese business culture.

The Japanese approach things differently, making sure that each step in a project is correct for them before adding the next building block. Nothing is rushed.

Gooding says it takes at least 18 months to two years to win their confidence. "It is a painful time. Their attention to

detail is phenomenal. But you have to realise they are nervous themselves. They are 10,000 miles from home. Here they are in a different culture having to justify everything back home to someone who might even be against the whole concept of producing in Europe. So the local man's head is on the block. "You have to be very patient and endure constant questioning on how you will meet their requirements. You must be accurate. Everything has to be a cold, hard statement that stands up to rigorous analysis. Japanese companies do not



Alf Gooding (left) and Malcolm Sanders. "Understanding Japanese thinking is the extra, essential ingredient"

want anything that will let them down.

Negotiations are all about honesty, he says. "It is essential to be able to communicate with them, to understand their thinking and their whole approach to life. Anyone can make a product accurately, but understanding Japanese thinking is the extra, essential ingredient.

"It helps enormously for a western company to have senior managers who have actually worked for the Japanese, preferably in Japan. Such experience is extremely difficult for a westerner to obtain,

partly because of the difficulty of learning the language but partly because of the suspicion Japanese companies have of ingesting western thought into their management patterns.

Gooding has two trump cards: Malcolm Sanders and Tetsuo Sugura.

Sanders, Race's 38-year-old managing director spent eight years with National Panasonic, some of it in Japan, having also worked three years for Sony. He knows not only how their companies work but also how they think, what makes them tick.

employees when Panasonic set up its greenfield plant in Cardiff," he says, "and that involved visits to Japan. I had one particularly long stint there which was crucial to my appreciation of their methods and thinking.

"Japanese standards are most exacting, though British companies have caught up in the past few years. The Japanese lay down standards in the minutest detail and expect those standards to be met in high-volume production. It is relatively easy to meet their standards in small batches but quite another to reach them in

mass production. That is what we have done at Race," says Segura. Race's production director, joined the company from Sony after marrying a Welsh girl and opting to live in Wales rather than return to Japan. With two of his senior executives deeply knowledgeable of the ways of Japanese companies, Gooding considers he has a head start over his competitors.

The other touchstone is investment. "You must keep investing all the time," Gooding says. He looks enviously at Britain's competitors which enjoy lower rates of interest.

"Britain's high rates of interest are costing Race £500,000 a year," he complains. "That is how much more I have to pay for the same capital compared with our Japanese competitors. It is a terrible burden to carry."

On the trading front, Gooding says that "Once you have got the right sort of management and the right sort of capital equipment, then selling to the Japanese becomes easier because you are able to produce the goods they want to their standards."

The next step is relatively easier. Japanese companies look to subcontractors much more than do Europeans. They have a subcontractor culture. Gooding quickly realised this and set out to exploit it, starting with Brother when it began producing electronic typewriters at Wrexham, in north Wales.

It is at this point that hard commercial facts enter the equation. Cost, consistency, quality and flexibility then become the discussion points. "If you say you will deliver at 10 o'clock on Friday then the Japanese want to see the goods rolling through their gates at 10 o'clock, not at quarter past or half-past, but on time," says Gooding.

Having won their confidence, trading with Japanese companies then becomes an on-going process. Winning a contract is the start of a relationship. Japanese executives expect to be in their suppliers' factories every week. "They come to check on progress," Gooding says. "Not just the big things but minute details as well. This is where they differ from so many British concerns."

Gooding is convinced the attention to detail Japanese companies demand is beginning to be reflected within British industry. "Japanese companies are making an important contribution by imposing their high standards of quality, price and timing on British companies that want to do business with them," he says. "Once the Japanese have confidence in a supplier they will come back for more."

As Gooding looks through his window and sees the big container lorries pulling out of the Talbot Green plant destined for nearby Sony or far-away Epson he reflects with some pleasure how he has passed the Japanese litmus test.

'Finding the way to market things is the answer'

Gooding Investments is the privately-owned vehicle of the 54-year-old Cardiff entrepreneur Alf Gooding. Though he began his working life in the building trade as a roofer, Gooding always intended to work for himself. The building trade in which he started and the electronics industry which now dominates his life share a common thread: reliance on subcontracting. Race Electronics, a subcontractor in the electronics industry and Gooding's production arm, is not so very different in principle from the building firm he built in the 1950s to undertake local authority housing work.

The building industry despite scepticism among architects over its use at the time. "It was hard to convince them it would not rust, but I won them over," he says. In 1969 he set up Catnic. Never a man to hide his light under a bushel Gooding says that "finding the way to market things is the answer. Sell the product. It's a good salesman, so Catnic prospered." So much so that RTZ, the UK natural resources group, bought it from him in 1983 for £15m. Nor is he a man to sit in his Bentley all day wondering what to do next. A restrictive covenant in the deal with RTZ prevented his returning to the building industry for three years but a man with money is never without friends: he received a number of approaches, the first from North Textiles, a company that despite its name made Christmas dec-

orations for stores like Woolworths. Gooding bought the wobbling Porth company and a number of unrelated concerns in engineering, paper converting and packaging. The most important turned out to be Ace Coils, a small one-arm-bandit manufacturer based in Talbot Green, near the Royal Mint not far from Cardiff. Ace had a subsidiary, Race, that won the first contract for the Acorn school computer.

Gooding bought Ace, then employing some 60 people making electronics components and another 100 on the fruit machines, a week before the receiver moved in, reorganised and sold off Ace - then selling one-arm bandits - but kept Race, now Race Electronics. In due course, the other parts of the Gooding Group were sold and the Gooding group is now the holding company for a production concern that essentially comprises Race Electronics. The problem with Race was its over-reliance on one customer: 83 per cent of its output went to Acorn Computers (the rest going to Dragon Computers and Delanair, a Jaguar air conditioning supplier). When the home-computer market collapsed, taking Acorn and Dragon down with it, Race was knocked sideways.

With his customary vigour Alf Gooding saved the day, almost before the news was on the stock market ticker [and before Acorn was put in the hands of a receiver] he was in Acorn's offices seeking - demanding - in his inimitable way payment of debts. Race emerged from the Acorn debacle, unlike many other concerns, without any losses. However, it had to cut back production and the workforce was slashed from 250 to 75.

It has won back the lost ground, though. The Japanese companies then in Wales were the initial targets, Brother being the first. Subsequently other Japanese manufacturers in Europe, as well as British companies became customers. By 1985 the group had been rehabilitated sufficiently to raise £8m through a private placing to finance expansion. That expansion has been concentrated on the electronics industry. The eclectic mixture of companies did not work for a group aiming at a quotation and so the non-electronic bits, on institutional advice, were sold, leaving Race as the core. "We still want to expand, but through vertical integration," says Gooding. "We shall acquire companies in a similar field and extend our own base by acquiring contract facilities."

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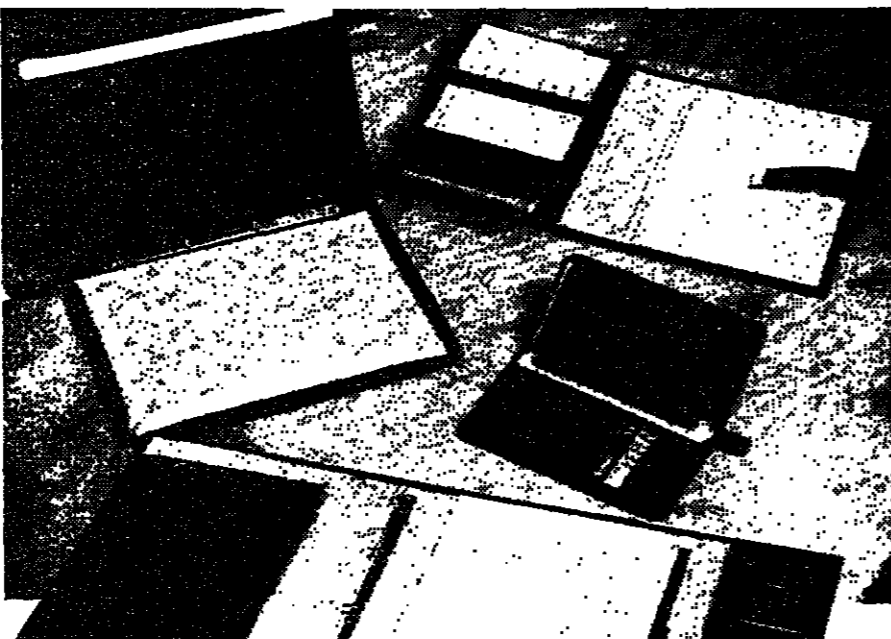
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Janet Bush on Wall Street

Keeping a wary eye on the taxman

THERE is no doubt that a year of relatively stable markets, partly engineered by the Group of Seven leading industrial nations...

Mr Hardwick Simons, new chairman of the Securities Industry Association and vice chairman of Shearson Lehman Hutton, notes that in contrast to the crash year of 1929...

With budget deficit fever at full pitch, the question of higher taxes dominates discussion on Wall Street...

Wall Street's political stock has fallen under the weight of insider trading scandals and what is widely regarded on Capitol Hill as the orgy of greed...

Talk is widespread in Congress about introducing a tax on borrowing and raising interest rates...

Securities industry lobbyists are gearing up for a fight against any tax proposals that are more than a mere ploy to increase revenues...

The 100th Congress came perilously close to giving Senator Proxmire (retiring chairman of the Senate Banking Committee) the credit...

There is some speculation of a deal in which commercial banks would be granted expanded powers in return for bringing out insolvent trusts...

BP signs fuel deal with Venezuela

By Steven Butler in London

BRITISH Petroleum has signed a deal with Venezuela's state oil company to sell a new fuel oil product to sell a new fuel oil product...

possible political sensitivity. Mr Carlos Andres Perez Rodriguez, the Venezuelan president-elect, has promised to halt the highly successful overseas investment programme of the state group...

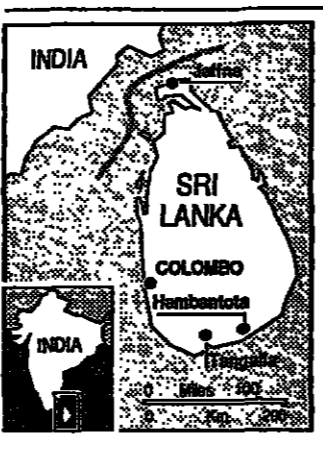
Plans for the venture include marketing 12,000 b/d over the next year to European customers. Total production capacity is expected to reach 600,000 b/d by 1995...

lier this year, however, produced friction within Opec and the Venezuelans were forced to tone down promotion efforts. Although the heavy crude...

Violence shrouds Sri Lankan poll

David Housego reports on the first national election for 11 years

SRILANKANS go to the polls today to elect a new President in an atmosphere of continuing fear and violence.



The extremist People's Liberation Front (JVP) yesterday reinforced its call for a boycott of the elections by imposing a partial shutdown in large parts of the southern province...

The JVP, in a renewed show of strength despite a month-long crackdown by the armed forces, ordered shops to close and people to remain within their houses.

Notices were put up beside the road warning that the penalty for voting today would be death. Sideroads were blocked by felled trees and scattered with nails...

By contrast, Colombo has been quiet. In an effort to prevent further violence and reprisals after the results are...

AT LEAST nine people died in Sri Lanka yesterday as violence escalated on the eve of the country's presidential election, agencies report from Colombo...

Gammans burst into the home of opposition politician Mr Neville Fernando, in Panadura, south of the capital, killing six people and wounding six others. Mr Fernando was unhurt. Local police blamed the extremists People's Liberation Front (JVP) for the attack...

The Government, in an apparent response, announced yesterday that anyone who tried to prevent voters from casting their ballots could face the death penalty.

Citicorp slims UK equity dealings

By David Lascelles, Banking Editor, in London

CFITCOOP Squiremeour Vickers, the London equities arm of Citicorp of New York, is to narrow the scope of its market-making operations from 600 stocks to 400...

Another key issue within the industry remains whether there will be renewed legislative efforts to repeal the Glass-Steagall Act.

Banks have already begun limited new securities powers by the US Federal Reserve and the Fed is examining a slew of additional applications filed after Congress broke up the central bank...

Total staff numbers had been more than halved from 1,000 to about 400, and total annual outlays had been reduced from \$60m (\$100m) to just over \$30m, he said.

Following the withdrawal of Morgan Grenfell from the equities business nearly a fortnight ago, there has been speculation that CSV might also be facing closure.

However a senior Citicorp official said that the banking group intended to support its securities unit because it would be a loss of a key product range, and provided it with an opportunity to engage in a business from which it was barred in its domestic market by US banking law.

Estimates of Armenian dead hit 100,000

Continued from Page 1 from ruined stores. There was a near-brave between survivors and workers on a site where the crane was failing to raise concrete blocks.

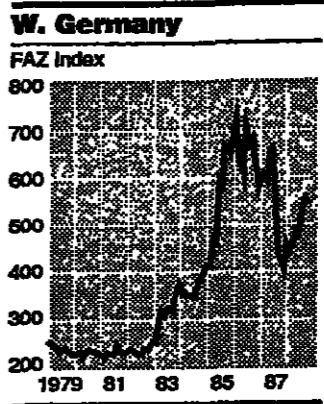
Existing cemetery for the citizens to bury their dead. They do so, he said, by taking the bodies to the site, hacking the site, and giving up Armenian brandy, cigarettes and ice cream, seeing us as proxies for the foreign assistance.

Europe telecoms pact Connection system agreed in one country would be applicable in another. If the Commission's proposals are carried out, the big network operators are expected to be exposed to much greater competition than hitherto from new organisations offering pan-European telephone services.

Three months ago the established national telephone companies drew up plans for a jointly-owned European-wide data network operating company.

Speeding up the German tortoise

The sticky mess that London market-makers have got themselves into is being observed with little compassion in Germany. Used to being ridiculed by the rest of the world for its retarded financial system, Frankfurt is now savouring the triumph of the tortoise over the hare. There is, of course, little danger of Germany ever winning the race; rather the aim is not to get too far behind.



This week, important progress was made on two fronts. The legal obstacles to establishing a futures exchange were all but removed and Deutsche Bank declared that it was to compete with its old chum Allianz in selling life insurance.

Learning process Despite the great investment in technology in the Frankfurt exchange this year - the first big investment since the 1950s - present practices are not sufficiently grown-up to support a futures market.

Marketing None of this can help the task of the exchange in marketing itself to investors, which is hard enough anyway given that Germany has been spoilt by 23 years of high returns and low risk in the bond market.

Learning process Despite the great investment in technology in the Frankfurt exchange this year - the first big investment since the 1950s - present practices are not sufficiently grown-up to support a futures market.

change in insider rules has so far had no effect at all, and shares, regular as clockwork, still rise before announcements. Indeed, the only consequence of broadening slightly the definition of an insider in the voluntary guidelines, and of reducing the end embargoes of several days on price-sensitive information, is that journalists have to work faster.

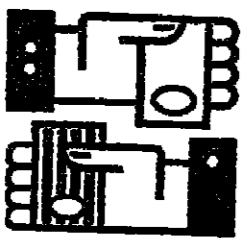
Slow changes In any country other than secretive and equity-shy Germany, a new issue boom would be guaranteed by the 1990 tax change imposing a heavy penalty on the sale of private companies. But of the thousands of businesses that will be affected, only 30 or so are likely to come to the market.

Still, being the last to reform is not without its advantages. The new technology now being installed at the Frankfurt stock exchange will make it fully electronic at a fraction of the price paid by London. More important, Frankfurt is doing its utmost to avert its own market-making war. Even though commissions have fallen by about half in the past year, there is little stomach for taking on business at a loss.

Meanwhile, this summer's Frankfurt would like to blame its poor competitive position on Bonn, which has not merely reneged on its promise to get rid of the turnover tax, but has decided to introduce a withholding tax as well. But the real problem is a chronic cultural aversion to risk both on the part of investors and issuers, which explains why progress has been, and continues to be, so slow.

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# FINANCIAL TIMES SURVEY



The economy is still performing well and short-term business prospects, for the larger banks at least,

are brighter than a year ago, says William Dullforce. Yet business systems have been shaken in ways that emphasise the need for swifter change in institutional practices.

## Good-bye to complacency

ZURICH'S Bahnhofstrasse, the habitat of the big Swiss banks and many foreign invaders, has experienced more angry argument in 1988 than for many a year.

The Swiss banks have coped competently enough with the sequel to the world stock market collapse of October 1987, but their solid - some foreigners would say stolid - business systems have been rudely shaken this year by events and pressures, mainly from outside, emphasising the need for swifter change in their institutions and practices.

Nestlé, Switzerland's own giant multinational, has been a principal source of shock. Its successful battle with another Swiss concern, Jacobs Suchard, to acquire Rowntree, the British chocolate manufacturer, drew world attention to Swiss corporate defences against takeovers, which were seen as being inconsistent with Swiss participation in global markets.

When, following the logic of its own actions, Nestlé last month removed the ban on foreign ownership of its registered shares, it set off what can only be an irreversible movement towards change in Swiss stock exchange practices. Modernisation of the Swiss equities mar-

ket has become an urgent theme this year.

A public prosecutor in the canton of Ticino delivered another buffet to the Swiss fastness. He unveiled an operation in which he alleged that some SF1.5bn (\$1bn) of money emanating from Turkish and Lebanese drug trafficking had been laundered through banks and companies in Switzerland. Mrs Elisabeth Kopp, the Minister of Justice, was forced to resign over this particular scandal earlier this month.

Coming just after the US Congress had ordered the US administration to press other governments into imposing tighter checks on the owners of funds deposited with their banks, this revelation of money-laundering embarrassingly highlighted possible deficiencies in Swiss banking secrecy practices.

The Federal Council (government) announced that it would give priority to a new bill against money laundering, which it hopes to table next spring. The bill is contested by the banks.

The European Community's seemingly remorseless advance towards a single internal market for financial services as well as goods, has also been the cause of much agitation.



Bahnhofstrasse, where the banks' solid business systems have been rudely shaken this year

# Swiss Banking

## Finance & Investment

In chorus, the three big Swiss banks - Union Bank of Switzerland, Swiss Bank Corporation and Credit Suisse - have threatened to take the underwriting of Swiss franc bonds and other securities business abroad, if the Government does not eradicate, or substantially ease, what they regard as iniquitous stamp duties on securities transactions.

Stamp duty has been a long-running target for the bankers, but they have stepped up the sharpness and co-ordination of their appeals this year, in the face of a seemingly intransigent finance minister.

For the bankers, as the EC improves the efficiency of its own financial markets, the stamp duty is becoming an increasingly severe handicap in efforts to maintain Switzerland's standing as an important financial centre. No other European country imposes such wide-ranging charges on securities transactions, they claim.

With justice, the bankers argue that, on a liberalised European capital market, it would be impossible to enforce

the underwriting rules that keep the lucrative Swiss franc bond business in Switzerland. Without the removal of the stamp duty, the new issues business would almost certainly move to London.

The bankers have the backing of the Swiss National Bank on this issue, but Mr Otto Stich, the finance minister, goes on imperturbably insisting that, if he is to drop stamp duty, he wants compensation for a potential loss of SF2bn in public revenue.

Swiss bankers have also started this year to consider seriously the implications of Europe 1992 for the type of business with which they are most closely associated - asset administration and, in particular, portfolio management for wealthy individuals.

Many believe that, with tax harmonisation lagging behind the liberalising of capital movements in the Community, they can expect a massive inflow of capital from tax evaders, eager to take advantage of Switzerland's banking secrecy.

Dr Markus Lusser, the new president of the Swiss National Bank (SNB), has warned

against this assumption. With-out ruling out the possibility of capital outflows from some EC countries "for fiscal reasons", he argued that such a development would not in the long-term boost Swiss banks' private portfolio business.

Switzerland would inevitably come under pressure to relax its "information practices" and to accede to EC regulations on the exchange of information for tax purposes. If it were compelled to give in to such demands, its trump card - banking secrecy - would lose its value.

In Dr Lusser's opinion, the strengthening of the EC is bound to weaken Switzerland's standing as a centre of asset management for private customers. He advises the bankers to concentrate on winning business from institutional investors.

The SNB view is contested, and the argument about future Swiss banking strategy is on. One man in a position to assess the possibilities is Mr Heinz Zimmer, the vice chairman responsible for the worldwide private banking activities of American Express Bank and

president of its Swiss operation. He supports Dr Lusser. Swiss bankers should not "bet on free marketing support from Europe 1992". Money managers with proven track-records should plan to provide specialist services to European institutions.

But, Mr Zimmer warns, the institutional business is currently by-passing the Swiss market, whose cost structure, cartel arrangements and tax disadvantages make it uncompetitive.

In Mr Zimmer's view, Swiss bankers have to re-examine critically all their present conventions and cartel arrangements: "After 1992, they will quite simply be absurd, totally opposed to the spirit of the new era in Europe."

Foreign investors' relationship with the Swiss equities market - another matter of crucial importance for Switzerland's future as a finance centre - has also been in the limelight this year. Nestlé's action to correct its own discrimination against foreigners has focused attention on the distinctions and deficiencies of

the Swiss stock market. Again Dr Lusser, who is proving to be an active and outspoken central bank governor, has been urging far-reaching reforms on the stock exchange boards. On this issue the big banks are largely in line with him.

Resistance to change comes mainly from the smaller banks, which operate as brokers and issuing houses, stand to lose a protected business and do not have the financial resources to go along with the needed changes. However, the urgency of modernising both the technology and the practices of the stock market is now generally recognised.

Not all the current pressure for change on the Swiss financial establishment comes from abroad. Part stems from a generation shift which was illustrated by two banking events this year.

One was the eventually aborted attempt to merge Bank Leu, the country's oldest and fifth largest commercial bank, with BZ Bank, a young and highly innovative concern founded only three years ago by Mr Martin Ebner.

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The other was the acquisition of majority control of Banca della Svizzera Italiana, the sixth largest commercial bank, by Unigestion, a relatively small Geneva-based finance company, which was partnered by a New York real estate developer.

Amid the hubbub and concern about future strategies, the Swiss banks' regular business this year has developed better than was expected at the beginning of 1988.

Black Monday on the stock markets, in October last year, had badly hit the banks which function as brokers and issuing houses. An abrupt fall in commission income and losses on their own equity holdings prompted the three big banks to declare an average 3 per cent decline in net earnings in 1987.

Analysts and the banks themselves assumed that the cut in income from fees and commissions would continue to have a determining effect on bank profits this year. However, by the autumn the big banks were signalling a profit recovery.

The decisive factor has been the continuing strength of the world and Swiss economies which has led to an increase in the banks' lending and other commercial business and higher interest income to offset the drop in commissions.

A drive against costs and instructions in many banks, to halt the expansion in numbers of employees, has also helped. The smaller banks, which concentrate on asset management, have suffered most from the decline in turnover on securities business.

With the economy still performing well, the short-term business prospects, at least for the bigger banks, are brighter than they were at the end of 1987.

However, any residual complacency in the Swiss banking community about the long-term, and about the place of the Swiss financial centre in the Europe of tomorrow, has been smothered in the past year.

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مكتبة النور

PROFILE: RAINER GUT

Muscle and a timely merger

RAINER GUT leaves no doubt in his interlocutor's mind that his ambition is global.

"The world is my oyster. That is [National Bank President] Lusser's problem," he says, when it is suggested that the market in the underwriting of Swiss franc bonds will leave Switzerland in a couple of years.

"I do not believe that will occur quickly, but it would not bother me. The institutions with the biggest muscle and the most professional execution will still do the business wherever it may be," he says confidently.

Switzerland's Big Three banks all affirm their intention of belonging to the small elite of truly global banks. But it is Credit Suisse, the smallest of the three, of which Mr Gut, aged 56, has been chairman since 1983, that has created the sharpest international profile.

Its standing was further enhanced in October when it announced the creation, in a \$1.1bn merger, of CS First Boston, Inc., a privately owned investment bank, which gives Credit Suisse virtual control of the big US securities firm and a powerful new instrument with a worldwide stretch.

Mr Gut will be chairman of CS First Boston, when it comes into being on January 1. The new structure offers immense potential for playing a key role on the international capital markets in the 1990s. It has evolved from Credit Suisse First Boston (CSFB), a joint venture, of which the Swiss bank owns 60 per cent, which has already been leading the underwriting pack in the Euro-bond market for years.

Credit Suisse's international image has not always been so resplendent. Following its Citicorp branch hubbub in 1977 with a huge loss, put at some \$200m, but what bankers remember most of that incident is the way in which Credit Suisse absorbed the loss from its reserves without raising even a hiccup in the progress of its earnings.

Mr Gut clearly has good reason to trust in Credit Suisse's "muscle". As for "professional execution", he declares, "If you want to compete with the Morgan Stanleys, Goldman Sachs, and Warburgs, you have to get their know-how, get into that investment banking culture."

"This, Mr Gut explains, Credit Suisse started to do when it negotiated what was seen in Switzerland as a dubious joint venture with White Weld in the 1970s. Swiss colleagues said Credit Suisse was losing its identity.

That deal evolved into the successful CSFB operation which "made us highly visible to the multinationals and was very profitable". Credit Suisse's co-operation with First Boston has now moved up another ratchet on to a global basis with the formation of CS First Boston.

It would take three to five years before this investment bank is properly integrated on a worldwide basis, Mr Gut estimated. A partner is still required for the Tokyo-based Far Eastern business, which will complement the North American and European operations.

His excitement at the prospects is evident. He pauses to stress that Credit Suisse's commercial banking is still being developed alongside the investment banking arm but then emphasises on the advantages CS First Boston will reap from co-ordinating research activities.

Inputs from its multifarious research units will be fused into "one high quality product", giving customers a truly global span.

The basic strategy behind Credit Suisse's recent development was set by the board in 1976 and had not changed substantially since, Mr Gut said. However, since 1983, when he took charge, there had been a more pronounced decentralisation and delegation of authority.

Subsidiaries have been given greater autonomy and allowed to develop their own identities. CSFB has been successful, in Mr Gut's view, because its managers were left free to act on their own and "we really respected that they had a different culture".

Similarly, Credit Suisse's German operation, based on the fusion of two acquisitions, Effektenbank and Creditbank, is being allowed to develop its own style.

Starting with Mr Gut himself, Credit Suisse has probably been the big Swiss bank most open to international influence. Mr Gut spent 20 years outside Switzerland before becoming a deputy member of the bank's executive board in Zurich in 1976.

He considers his most valuable experience to have been the four years he spent with Leazard Freres in New York, where he imbibed his sense of investment banking.

Under Mr Gut, Credit Suisse has also become in the past couple of years a catalyst for change in the body of Swiss banking.

Mr Gut puts Credit Suisse solidly behind current moves to shake up the Swiss securities market. He rejects the charge that the big Swiss banks have been blocking fundamental changes to bring Swiss stock exchange practices into line with international.

Federal regulation of the exchange sector, then the current cantonal control, the opening up of registered shares to foreign investors; a London-type city code on takeovers; greater insight for the public into Swiss companies' affairs - all these reforms figure in the chairman's book.

But, asked what worried him most in the current environment in which Credit Suisse has to operate, Mr Gut reverted to the global perspective.

A Japanese stock market with an average price-earnings ratio of 60 or more, resting on calculations of unrealistic, real-estate values, was frightening. "I do not think the Japanese have invented a financial *perpetuum mobile*."

More particularly, Mr Gut was concerned about the Japanese banks' capacity to "cover the world with offers of financial services, which they can source from low-cost capital".

Current international proposals for regulating banks' capital cover would also give the Japanese an advantage, as it would allow them to count hidden reserves against their securities portfolio. CS First Boston is understood to be looking for a Japanese partner.

The transformation of the US into the world's biggest debtor was another cause of apprehension, Mr Gut said. It was difficult to see how Mr Bush's new administration could reduce the US budget and trade deficits fast enough.

Higher US interest rates would probably be needed to keep foreign money flowing in to finance the budget deficit. He worried about the effect higher rates could have on the debt created by the numerous US leveraged buy outs.

William Dullforce

THE SWISS banking system, despite its traditional pride and caution, is proving no exception to the worldwide trend towards internationalisation.

Foreign banks are increasing in number, and even the most reticent members of the home-grown banking community admit that their presence has had some effect in shaking up the system.

In the last 10 years, foreign institutions have shown impressive growth - at least, in numbers. At the end of 1977 there were 99 foreign banks in Switzerland. By the end of last year there were 128.

Foreign-controlled institutions defined as "bank-like finance companies" increased from 27 to 99 in the same period. In comparison, the total population - domestic and foreign - of banks and bank-like finance companies in Switzerland rose from 550 to 622.

Foreign banks, along with their Swiss counterparts, have enjoyed brisk growth in assets (in nominal terms, the total has more than doubled in the last 10 years) although the proportion of total assets controlled by non-Swiss institutions has shown only a modest rise. Between 1977 and 1983 the share accounted for by foreign institutions increased from 11.5 per cent to 13 per cent.

Banks have been attracted from around the world. European banks dominate, but North America and Asia - particularly Japan - are well represented.

The growth in the number of foreign banks appears unlikely to have been halted by the stock-market crash of October 1987 - although balance sheets and profitability have almost certainly been affected.

In its commentary on the crash and the aftermath, the Association of Foreign Banks in Switzerland, warned: "In the same way as other banking groups in Switzerland, the foreign banks are also affected by these developments... Although most banking institutions have shown satisfactory results, especially with regard to commission business, the foreign bank group must likewise face harder times in the future."

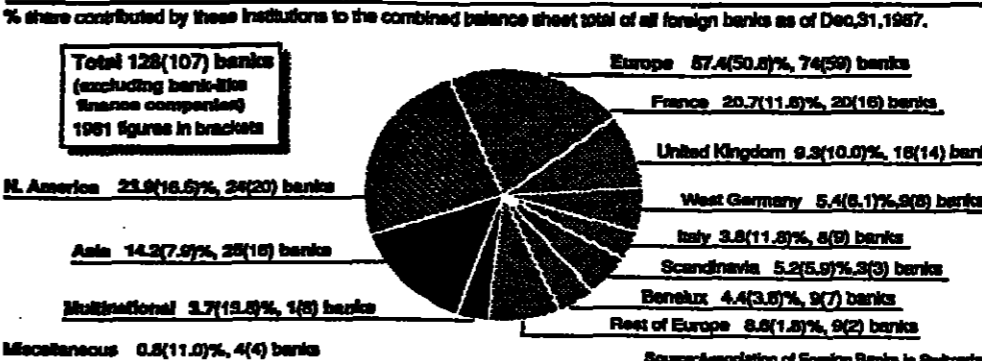
Raw figures and reflections on the crash, however, do not tell the complete story of the last few years. Foreign banks have become increasingly regarded as part of an integrated system.

As if stung by accusations of insularity, most Swiss bankers are anxious to stress that there is no resentment or discrimination.

Foreign banks have increased their influence in a number of areas. Notably, they have penetrated the main syndicate for issuing Swiss franc foreign bonds. In October, three West German banks - Deutsche Bank, Dresdner Bank and Commerzbank - joined the main Swiss banks in the syndicate that places about 70 per cent of bonds issued.

Foreign banks: Ralph Atkins assesses their growing influence Part of an integrated system

Foreign banks' presence in Switzerland



Foreign banks were also instrumental in the creation of the grey market in bonds - pre-market trading before the end of the public subscription period for new issues.

Their influence also certainly extends to other sectors where the results are less tangible. The clash of foreign culture with domestic practices has undoubtedly encouraged innovation and competition across a range of services. It has led Swiss bankers to think perhaps more deeply about moving towards more common world banking fashions, and about the possible effects of the creation of a single market among European Community members from 1992.

That said, it is not a completely symbiotic relationship. Some differences and tensions do appear to exist between the foreign and domestic sectors.

Snatching domestic business from domestic banks, for instance, has not been easy. Industry-bank links are strong; often Swiss banks will have representatives on the advisory boards of big companies.

Mr Mark Preston, senior assistant manager at Loyds Bank in Zurich, said: "On the commercial side, we accept that we are not going to be the Swiss customers' major bank. Nor do we really want to be. We are a compact organisation with an infrastructure not as great as the high street banks."

He said Loyds relied on its size to be agile, adding: "We are always on the look-out for problems to which we can provide new solutions."

Neither is it necessarily easy for, say, US banks to secure business from US companies operating in Switzerland. Often banking relations are inherited when a going-concern is purchased.

Some foreign banks have concentrated on niche areas within the system - US banks, for instance, have often played on their relative strengths as securities traders. And even those offering a wide range of banking services have focused on particular sectors, especially international services.

Mr Pier-Luigi Quadrantini, executive vice president of Handelsbank NatWest, said that, within Swiss industry, there was no discrimination. "If you have a good idea and a good product, then you can easily enter the industrial market," he said.

Handelsbank NatWest itself has carved a dominate position as lead member of the second largest bond syndicate which accounts for about 7 per cent of public issues.

There is a great emphasis on reciprocity. Domestic banks appear willing to embrace counterparts from countries where Swiss banks enjoy equal access to their banking system, but for others the reception is more frosty. Indeed, there is pressure to change banking rules so that full reciprocity would become a still more important condition for a successful foreign operation in Switzerland.

In July, Nomura, Japan's biggest securities house, was awarded a full Swiss banking licence, suggesting that problems over reciprocity with Japan were gradually being resolved.

The foreign banks appear to accept without resentment that change in the Swiss banking system is slow - indeed, it is seen as a sign of strength that will continue to help the international sector flourish.

One factor that could possibly check future growth is the problem of recruiting personnel. Foreign banks face a tough domestic labour market. Switzerland has a small population and low unemployment, making professional staff a valuable commodity. There can also be difficulties in negotiating work-permits.

The factors that make Switzerland a leading financial market. Includes logos for Bank Leu, Credit Suisse, Swiss Bank Corporation, Swiss Volksbank, and Union Bank of Switzerland.

Vertical sidebar containing various financial and investment advertisements, including 'Trustee by SA' and 'International Center for monetary and banking studies'.

**SWISS BANKING 4**

The stock market: changes in corporate practice are needed

**The cocoon may be splitting**

THE SWISS stock exchanges have experienced a curious year. The mood has been mostly dull and unexciting, but the market has seen eruptions which, without interrupting the general sluggish trend, have signalled considerable turmoil below the surface.

Both investors' overall wariness towards Swiss equities throughout the year and the flurries of turbulence, such as that last month caused by Nestlé's decision to open its registered stock to foreigners, reflect an awareness that alterations in Swiss bourse and corporate practices are becoming increasingly urgent.

By the end of November the new Swiss index had advanced by only 19 per cent since the beginning of the year. The Swiss market has been trailing behind most other major exchanges in recovering from the crash of October, 1987.

The decline in turnover - just over 15 per cent in the first 10 months in Zurich - showed a less marked difference from other markets, but prices simply refused to take off.

Concern about external happenings, notably the movements of the dollar and the failure of the Reagan administration to tackle the US budget deficit, set the mood on the

market for several months, mainly because there were no other elements to stir it.

Throughout the year analysts wrote up in vain the market's chronic undervaluation of Swiss equities when judged against fundamentals. Investors simply sulked.

The foreigners, on whom the Swiss market relies to stimulate business, were slow to return after the October crash, when the price of the bearer shares and participation certificates in which they can invest plunged more precipitately than the registered stock held mainly by Swiss.

Feelings, at least among Anglo-Saxon investors, about Swiss stocks were not improved by the battle between Nestlé and Jacobs Suchard, two Swiss companies, for Britain's Rowntree.

That Swiss companies should expand by buying foreign enterprises, while enjoying immunity to takeover, seemed indefensible to some.

When, after the summer, the foreign investors appeared to be plucking up their courage, Nestlé exploded its bombshell and the foreigners howled as they saw the value of their bearer shares abruptly tumble while Swiss holders of registered stock reaped tidy profits.

Another debilitating factor has been the behaviour of the big Swiss institutional investors.

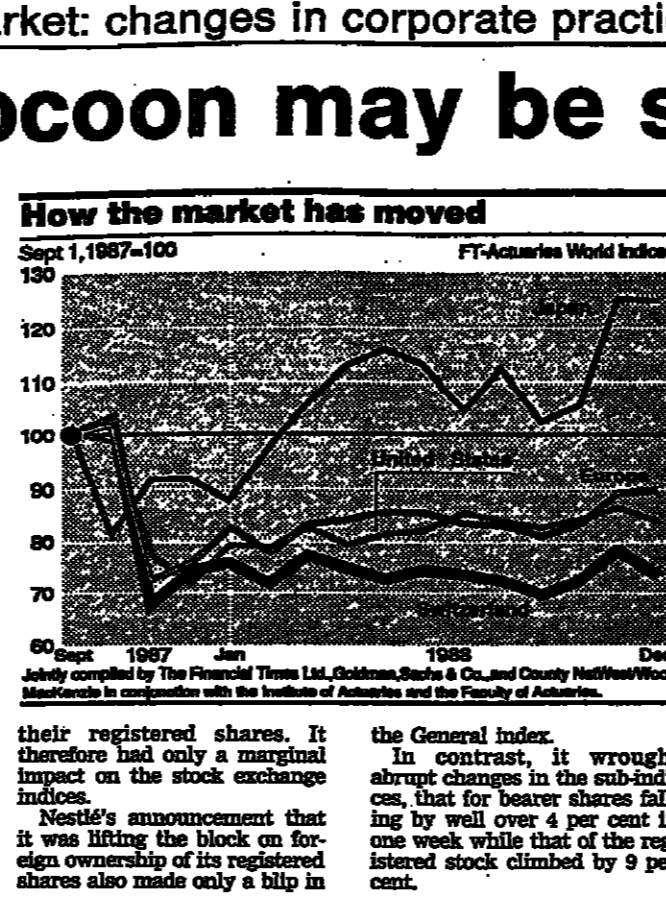
Pension fund managers, induced by changes in the law and by the five-year bull market, had started to extend their holdings of Swiss equities before October 1987.

They retreated swiftly into fixed-income holdings, and have been extremely reluctant to return and give the Swiss equities market some volume.

Among the minor eruptions marking the year was a bout of speculation in the stocks of insurance companies, regional banks and breweries during the summer.

This speculative trading derived indeed from the notion, eagerly promoted by analysts, that Swiss stocks were priced well below their intrinsic value. Small insurance companies in particular were regarded as ripe for takeover by stronger partners.

Speculation focused on relatively low-capitalised companies and concerned mainly



It also highlighted serious technical deficiencies in the Zurich exchange which severely inhibited trading in Nestlé shares on the day after the announcement.

Feverish argument among bankers, traders and investors about the merits and manner of the Nestlé move illustrated the real question that it raised. Could the Swiss equities market continue to function properly, as long as it followed rules that keep it cocooned from international developments?

Dr Markus Lusser, the new president of the Swiss National Bank, had already posed in September the question whether the Swiss bourses could hold aloof from developments in European exchanges, as the Community moved towards its single market for financial services, and still remain competitive.

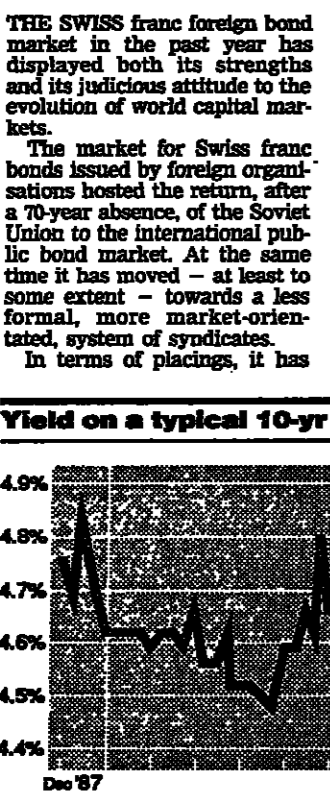
In iconoclastic mood, Dr Lusser enumerated a long list of reforms he considered necessary. Among these were:

■ The introduction of a system

their registered shares. It therefore had only a marginal impact on the stock exchange indices.

Nestlé's announcement that it was lifting the block on foreign ownership of its registered shares also made only a blip in the General Index.

In contrast, it wrought abrupt changes in the sub-indices, that for bearer shares falling by well over 4 per cent in one week while that of the registered stock climbed by 9 per cent.



been a good - possibly a record - year for the market. The stock-market crash of October 1987 prompted strong lows out of equities and into the more secure and less volatile bond market during the first half of this year. Yields on a 10-year bond fell from a typical 5 per cent at the end of 1987 to near 4.5 per cent by April and May.

The pattern has been erratic, however. The market lost some of its momentum during the summer before picking up more recently. By the end of

around the end of 1988 by Chemical Bank and Citicorp, has provided a profit centre requiring trading expertise, but outside the underwriting syndicates that dominate the issuing of bonds.

The grey market in Zurich, however, is forbidden under a 1913 stock exchange law that prevents trading before the subscription period of an issue has ended.

It was not until this year that one of the "big three" banks stirred. Credit Suisse began trading in June, and now says it has at least a 50 per cent market share. Its operation is run from Zug, outside Zurich, by just two dealers and two assistants.

The other two main banking - Union Bank of Switzerland and Swiss Bank Corporation - refuse to speculate about whether they may enter.

The entry of Credit Suisse

was a milestone, increasing the market's recognition among the pillars of Swiss banking. "The grey market became a reality, and that meant getting involved," said Mr Hans Rudolf Zehnder, senior vice-president.

It is not early to assess long-term implications. Trade during the summer was quiet, picking up only more recently, and any announcement by UBS or SBC could have a profound effect.

Other factors have complicated the picture. In October, Amtrader Partners, set up by American Express and 15 traders from Chemical Bank to exploit the grey market, announced that it needed to "restructure and rethink". This seems unrelated to the Credit Suisse move, and probably reflects internal

disputes between partners, but could lead to further changes in the market's organisation.

From the sidelines, UBS and SBC hardly appear enthusiastic. "Given the fact that the volume handled by the grey market is rather limited, in our view the grey market is over-valued," said Dr Arthur Walkam, first vice president at UBS.

Mr Enrico Bernasconi, first vice president, capital markets, at SBC, said the market was useful for banks without a sales organisation that could just display a price on a computer screen. It could also be used, he said, by banks to get hold of a bond issue in which they are not involved. But he remained sceptical about how prosperous the long term would be.

That said, there is a

consensus among participants and observers that the grey market is here to stay, if not expand. Pressure exerted by smaller banks - particularly from abroad, it is thought, will ensure there will always be a demand for an informal market beyond the formal syndicate structure used for placing bonds. In other words, if all the big three were to enter and dominate trading, others would re-invent it.

For Credit Suisse, its operation in the grey market is a useful tool, giving an advance guide to prices and extending the range of services it can offer to clients. "It is small, but we believe it is efficient that way," said Mr Zehnder.

Less tangible are the effects that the market will have on

**BONDS**

A good year for placings

weakening, its next move is more likely to be upwards. Indeed, towards the end of this year, tighter control of the money supply by the Government has led to some appreciation.

November, total placings (including both public offerings and private placements), for the year totalled nearly SF37.5bn. That was clearly ahead of the SF28bn total for last year, and a final spur could see the total match the 1986 record of SF34.9bn.

It is difficult to disentangle the causes of this relatively buoyant performance. The year has thrown up a number of challenges for the market - both externally and from within - which could possibly make the raw figures understate the market's true resilience and potential.

On the economic front, strong world growth has reduced the need of governments and companies to borrow. Speculation and uncertainty about the US presidential elections also produced ups and downs, forcing the main players to "look for windows" in the words of one

**Stock and Bond Issues**

1987	August 1988		September 1988		January-September 1988		Change
	SFRm	SFRm	SFRm	SFRm	SFRm	SFRm	
<b>Switzerland*</b>							
Domestic issues*	11,844	856	1,486	8,528	10,887	+ 24	
Foreign issues*	36,035	2,992	4,035	29,372	33,036	+ 12	
Domestic stock issues	5,152	4	370	4,587	2,019	- 56	
Total	52,530	3,852	5,873	42,487	45,942	+ 7	
<b>Europe**</b>							
US\$ issues	61,203	5,946	8,531	56,073	61,789	+ 10	
DM issues	14,601	1,382	2,542	10,825	18,148	+ 68	
ECU issues	7,854	293	849	6,503	7,543	+ 16	
Other issues	61,976	3,509	4,082	50,021	57,280	+ 15	
Total	145,434	11,100	16,014	123,422	144,760	+ 17	
<b>USA*</b>							
Yankee Bonds	5,911	650	1,450	3,111	6,285	+ 102	

\* New Issues (Source: BNY) \*\* Public Issues \* Incl. notes \*\* Source: Euro Money \* Source: OECD

Less easy to assess have been changes to the rules of the big bank syndicates. The market is dominated by a number of syndicates, which have to be domiciled in Switzerland and via which transactions are spread between many banks.

It is the main syndicate, including the "big three" banks (Credit Suisse, Swiss Bank Corporation and Union Bank of Switzerland), which holds the commanding position. In 1988 it is set to account for about 70 per cent of the total value of public offerings.

The main change, introduced at the start of this year, removed the obligation of all syndicate members to participate in public bonds arranged by the syndicate. At first sight it might seem that this would intensify competition, encouraging banks to reject unacceptable terms or seek to disrupt other members business.

In practice, although it is still early days, this does not appear to have happened. Some banks have taken advantage of the change to remain out of an issue, but there are no black lists kept of persistent offenders. Indeed, members say the effect has been to increase co-operation between participants with individual banks able to play on their own strengths.

Mr Enrico Bernasconi, first vice president, capital markets, of Swiss Bank Corporation, said: "The fact that we have this freedom has pulled us together. If we were forced, we would do more more nasty things."

The past year has also seen the main syndicates opening up to foreign banks with the admittance of three West German banks in October - a development reflecting both the freeing up of the syndicates and the growing internationalism of the Swiss banking system. It was foreign banks that lead-managed the 10-year bond for the USSR in January.

At the same time, the grey market in foreign bonds

pre-market trading in bonds before the end of the public subscription period - has continued to develop, pushing trading practices nearer to common Euro-market practices.

However, these trends away from a strict cartelised market has only been taken so far. There is a limit to how far the syndicates will tolerate the expansion of the syndicates - the emphasis is on admitting only those who can contribute extra business.

"If everybody is allowed in the syndicate, then we might as well forget the syndicate," said Mr Hans Rudolf Zehnder, senior vice president at Credit Suisse.

Similarly, there is a consensus that the syndicates, as they exist at present, are likely to remain. It is a system that is mostly unrestricted and that works well, says Dr Arthur Walkam, first vice president of UBS. "There are no restrictions such as on the amount of borrowing or the life-time of a bond. The market is very liberal and flexible. The syndication requirement imposed by the Swiss National Bank is the only limit to the market," he said.

Moreover, there is still a striking weakness in the secondary market. The tax structure, the tendency for investors to hold many bonds until maturity and the stability of interest rates (particularly in comparison with, say, the US) are largely to blame for the thinness of trade.

Perhaps a more striking challenge facing the market, however, is assessing the impact of the creation of a single market among European countries from 1992.

Few Swiss bankers are willing to speculate officially on its effects, but privately there is much confidence that the country's traditional strengths - its high quality, stability and discreetness of service of its banking system - will continue to attract custom.

Ralph Atkins

Mr Markus Lusser, the new president of the Swiss National Bank, had already posed in September the question whether the Swiss bourses could hold aloof from developments in European exchanges, as the Community moved towards its single market for financial services, and still remain competitive.

In iconoclastic mood, Dr Lusser enumerated a long list of reforms he considered necessary. Among these were:

■ The introduction of a system

that would enable investors to check that their orders had been properly executed, and the prompt publication of both prices and trading volumes in individual stocks.

■ Regulations and taxes to be changed to allow for the introduction of market makers, a change that could have a dramatic impact on the future of the smaller stock exchange members.

■ Admission rules required drastic revision to remove discrimination against foreign stocks.

■ Much fuller disclosure from Swiss companies, including the publication of hidden reserves, was needed if the Swiss market was to avoid isolation from other European markets.

Dr Lusser also came down heavily against another source of foreign discrimination, the long-established Swiss corporate practice of denying foreigners the right to buy registered stock.

Finally, the SNB president, called for federal regulation of the Swiss stock exchanges, which would mean doing away with current autonomous cantonal controls that promote jealousy and delay reform.

On the whole, the Swiss financial community, and most significantly the big banks, have rallied to Dr Lusser's

Swiss companies' defences against takeovers have become the object of lively debate this year

**Keeping raiders at bay**

THE RECENT decision by Nestlé to open its stock ledgers to "foreign nationals and institutions" has again focused attention on the negotiability of Swiss companies' registered shares.

Ironically, it was the same firm whose ban on the sale of registered stock to foreigners had earlier this year led to considerable resentment during the initially unfriendly takeover bid for Rowntree.

Still more ironically, claims of discrimination have now been replaced by criticism that the lifting of the ban has meant a loss of value for Swiss bearer equities in international portfolios.

In fact, the whole question of corporate self-defence mechanisms has been the subject of heated debate in Switzerland itself for well over two years. Long before Nestlé reversed what had seemed an irreversible policy, it had become obvious that companies would have to review the ways in which they warded off uninvited takeover bids. The registered share has - and will remain - a powerful shield against attackers.

Originally, this category was

largely the preserve of family companies who want to keep outsiders at bay. During the war, major firms then began to fear acquisition by foreign interests and feel the need to prove Swiss nationality and consequent "neutrality".

The Sulzer bread engine concern paved the way here in 1943, by converting its bearer shares into registered stock. Others followed with registered-share issues.

After the war, apprehension was concentrated first on takeovers by the Americans and later, during the petrodollar era, by Opec interests. Nestlé introduced registered stock in 1969 and the big banks in the 1970s.

It was also Sulzer that set a trend, when it invented the participation certificate in 1963. Similar to the existing - and now rare - dividend-right certificates, but differing from these in that they had a nominal value, this category of non-voting bearer equities soon became very popular. They

allowed substantial issues of equity capital and equity-linked bonds, as well as serving as a form of payment in acquisitions - all without risking disruption of Switzerland's traditionally highly-respectful shareholder meetings by the introduction of new votes.

A further, less direct, protection for boards lies in the proxy voting of the banks. At most general meetings a very considerable share of voting stock is represented by shareholders' banks who, unless instructed to the contrary, usually vote in favour of the board. Since there are few boards without bank-delegated directors, this means that that dissent shareholders can seldom win the day.

Use of the stock ledger as a defensive weapon began to come under fire in 1986, when the retail concern Usego-Tri-metro refused to enter a group of Swiss shareholders close to the privately-owned discount group Demer into its register, thus depriving them of voting

rights and what would have been the gaining of control.

This was followed by a long series of other cases, almost all of them wholly domestic battles. The most important of these were when the food company Hero successfully kept Jacobs Suchard from acquiring control, and last autumn when Sulzer forced out a shareholder chain centred on the Lugano financier Dr Tito Tetramanti.

Although foreigners are excluded from holding registered shares in nearly all Swiss companies - exceptions other than Nestlé include the temporary-employment concern Adia and the floor and wall-covering manufacturer Forbo - there was little ill feeling abroad until early this year.

It was then that Swiss companies departed from their normal practice and launched unfriendly take-over bids in other countries - first Hoffmann-La Roche against Sterling Drug in the US, and then both Jacobs-Suchard and Nestlé against Rowntree in the UK.

It suddenly became clear that Swiss companies could make an assault on foreign firms, but were themselves virtually impregnable.

Repayment abroad was strengthened by a subsequent parliamentary proposal in connection with a revision of Switzerland's equity laws. This favours a restriction of the (currently often highly arbitrary) reasons for non-registration, but also expressly permits "foreigner status" and a maximum-stake provision as special grounds. This is seen by many Swiss as inopportune at best - and possibly unacceptable by the European Commis-

sion and in contravention of OECD guidelines.

The way in which stock-ledger restrictions are applied is due for a change. There has been considerable indignation in Switzerland at what is widely seen as abuse of the instrument - which in one case, that of the life-insurance company La Genévoise, led to the threat of suspension from stock-exchange listing.

The new equities law will certainly make it less easy for boards to close the register to shareholders as they think fit. There is even talk of considering a listing of registered stock on the bourse separately, in a kind of "B" category.

This is far from meaning the demise of the registered share, which has moved up much closer to the price of bearer stock since the Nestlé move. Admittedly, the Nestlé decision has not yet been followed by any other firms - indeed, such top names as Union Bank of Switzerland, Swiss Bank Corporation, Swiss Reinsurance, Sulzer, Ciba-Geigy and Sandoz have expressly said they will not open up the register to foreigners. But the expectation that others will eventually follow suit is keeping registered-stock prices up. Also, a few banks have recently contravened a 1961 agreement not to buy registered shares on behalf of foreigners - although they seem to have come to heel after criticism within the Bankers' Association.

Nor will the Swiss defences be fundamentally weakened. Registration will certainly not be open to all concerns, not least in view of the increasingly common maximum-stake rule.

John Wicks

Nestlé's board is proposing to incorporate into the statutes a 3 per cent holding limit for registered stock, as well as a voting ceiling of 3 per cent of total capital.

As far as participation certificates are concerned, these have become much less of a draw. Their bearer equities fell in value by almost one-half after Black Monday and dived again, together with bearer shares, after last month's Nestlé move.

This is naturally accompanied by the continuing disadvantage of disenfranchisement. One company - EMS-Chemie - recently converted its participation certificates into bearer shares, and others are said to be looking at future issues of voting rather than non-voting bearer stock.

In respect of banks' proxy votes, the Swiss Bankers' Association last month complemented existing guidelines by spelling out "particularly". In the light of recent experiences in connection with shareholders' meetings, that clients should, where time permits, be informed of especially important points on an AGM agenda and asked for a ruling on a proxy vote.

For all these developments, Swiss companies will remain very safe from onslaughts, whether domestic or foreign. Their safety from unexpected attacks could, in fact, become ever greater. The stock exchanges and such major banks as UBS and SBC are now suggesting Switzerland might do well to introduce "Anglo-Saxon" rules laying down compulsory notification of the acquisition of 5 or 10 per cent of a company's capital.

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EUROPE'S BUSINESS NEWSPAPER

SWISS BANKING 5

Equities and bonds may vacillate, but gold is constant

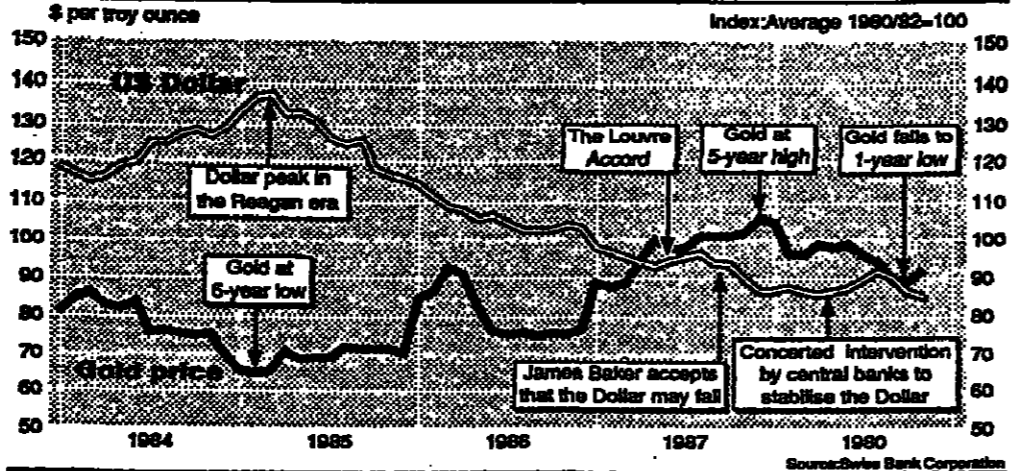
Zurich's precious tradition

A SHORT walk down Zurich's opulent Bahnhofstrasse, where top-class jewellery shops mix with bank offices, should be enough to convince anybody that Switzerland's strength as a centre for gold and precious metal trading remains unshaken.

Despite tough competition from other gold centres and from increasingly internationalised capital markets, Zurich's traditional importance as a market for gold and precious metal trading remains unshaken. Together with London, it dominates trading for both investors and industrial users. One estimate puts the share of the world's gold supply channelled through Zurich at 60 per cent.

Among much volatility in equities and bonds during the past year, the precious-metal market has been a source of stability - and profit - for the leading banks. Actual turnover figures are not published (the emphasis is on discretion) but, despite weak gold prices in recent years, there is no reason to suppose activity is anything other than buoyant.

Gold price and Dollar index



Gold more efficiently. The gold market, unlike others in Switzerland, is also relatively unrestricted by the tax system. The banks themselves have offered a complete range of services, from transportation to back-up financial services. The "big three" - Credit Suisse, Swiss Bank Corporation and Union Bank of Switzerland - have their own refining facilities, as well as expertise in new trading instruments.

Zurich's strength owes little to natural advantage, but more to its expertise as a banking centre

The increasing complexity of the business means greater value on the specialist knowledge of traders. In one bank young traders work for 18 months in a training team and are expected to have a good knowledge only after a further two years. At the same time, Swiss investment managers continue to prescribe gold as an important part of an investment portfolio, even in times of relative economic prosperity with solid world-wide growth, mostly subdued inflation and generally stable currencies.

The long run it is a good hedge. It is also good to have a physical asset in your portfolio. As a profit centre, gold and precious-metal trading probably ranks below bond and equities for most banks, but it tends to be more stable. Some banks have specialised in just the paper-trading side. The strategy for banks like Swiss Bank Corporation is to develop both the physical and paper sides. Mr Alfred Schneider, first vice president, precious metals, at the bank said: "Because we are on two legs, we can probably overlook the market better than someone who is only in one area."

The Zurich market, unlike counterparts in other countries, operates without a formal organisational structure or official involvement. Rather than compete aggressively within a market of limited size, the big three banks have a gentlemen's agreement to operate a gold pool. It means there is much co-operation between the members - together they have instituted a Zurich silver fixing, and set up their own broking arm. Co-operation is only taken so far. There is competition between the major players over big deals and in protecting areas in which banks believe they have a strength - but it is not fierce competition. Unlike, say, foreign exchange markets, the gold and precious-metal trade lacks size and depth. Mr Urs Seiler, senior vice president at Union Bank of Switzerland, said: "It is a very friendly and very constructive

competition. It is the same sort of competition as exists between London and Zurich." Looking further ahead, getting the right mix of competition and co-operation could prove crucial for long-term prosperity. The Zurich gold market faces challenges both from the creation of a single market among European Community countries from 1992, and from trends in the supply and demand of gold. The single market could leave Switzerland - not an EC member - excluded from a large chunk of its client base. Privately, the banks appear confident that there will still be room for its business.

The big banks have developed a network of branches inside the EC, while their expertise and strength as a discreet trader will continue to work to their advantage. Many large transactions can be sensitive for central banks or others - and are easily detected from turnover figures if the market is thin. Also posing a possible threat is the world-wide expansion of output from the gold-producing countries. Some are also trying to widen their trading relations (often for political purposes) or sidestepping the market to go direct to end users. Again, the strength of the Zurich market will rest on its expertise and skill, rather than any natural advantage. "Swiss banks do have the advantage of knowledge. We have been through a century of learning," said Mr Seiler, of UBS.

Ralph Atkins

INSURANCE

Listed players take a knock

INSURANCE is big business in Switzerland. Last year, 123 insurers and reinsurers booked overall premiums of almost SF40bn (£14.8bn). Including their subsidiaries, these amounted to an estimated SF55bn.

The risk-conscious Swiss are their own best customers, with some 16 per cent of family budgets going on social security and private-policy premiums. At the same time, Swiss companies number some of the world leaders - such as Zurich, Swiss Re, Winterthur and Swiss Life - and foreign business accounts for nearly half of parent-company premiums and more like two-thirds of group income. In 1987, gross premiums grew by some 7.5 per cent to a new record; net profits were generally higher, and underwriting losses in the non-life sector lower. Leading companies are already expecting further good results in 1988.

For all that, Swiss insurance firms have been travelling a frequently rocky road over the past couple of years. Parent-company earnings from foreign subsidiaries and foreign investments were depressed by the continued strength of the Swiss franc. Reinsurers, in particular, were hit by a massive rise in large-scale claims during the calendar 1987. And all kinds of insurers suffered in their role as major institutional investors from last autumn's stock-market crash. The situation was especially marked among pension funds. These had just started to take advantage of new regulations, enabling them to expand their holdings in shares, when the crash caught them. Their consequent mistrust of the equity market is one reason why Swiss shares have seen only a very gradual improvement during 1988.

The sluggish recovery of the Swiss share indices has, in its turn, affected the investment income of all insurers. Recently, the listed insurance companies have themselves seen their stock prices knocked askew on Swiss markets. Last month's decision by Nestlé to open up its stock ledger to foreigners resulted in a run particularly on the insurers' registered shares, and a simultaneous flight from their bearer titles. The assumption was that the internationally-active insurance companies would not be long in following Nestlé's lead. This has yet to happen. There is also some doubt as to how free other insurance firms would be to "do a Nestlé", in the light of the law restricting sales of Swiss real estate to foreigners. Like the

major pension funds, private insurers have a considerable share of total assets in the form of bricks and mortar. Long before this, Swiss insurance companies had been attracting a great deal of attention on the part of investors. Before Black Monday, the Swiss Bank Corporation index for insurance shares had reached 885.5 points, or a p/e ratio of about 50. A month later they had divided by over 40 per cent. They returned this year to a high of 682, or a p/e of just under 40, before the Nestlé incident.

Investors were interested not just in the shares but also in the companies as such. A major reason for the otherwise low-profile insurance industry having stayed in the Swiss headlines this year has lain in the - often unfriendly -

this company, despite a higher bid after La Suisse had consistently refused to register his shares. Another French-Swiss company, La Genèveoise, went rather too far - at least, in the eyes of the stock exchange authorities - in wielding its share register as a shield. The Geneva life insurer not only refused to enter unwelcome shareholders into the stock ledger, but also declined to return the shares in question to either the purchaser or the seller. Last month it had to give up this stance when the Zürich, Basle and Geneva bourses threatened immediate suspension and subsequent delisting. The industry has also experienced a series of domestic realignments on an amicable basis. Apart from Swiss Life's acquisition of La Suisse, Swiss

Following the purchase of the British loss adjuster Thomas Howell Selge and the acquisition of a majority stake in Lloyd Adriatico, of Trieste, Swiss Re last month bought a 49.9 per cent stake in the German bank Augsburg Aktiengesellschaft from the Quandt family - which, in its turn, will own a similar shareholding in the new Swiss Re affiliated insurer Schweiz Allgemeine Direkt-Versicherung.

In other parts of the world, Swiss Re has just acquired 45 per cent in the Canadian portfolio-management specialist Sobeco after having, this spring, bought the Bermuda captives manager International Risk Management. A stake in another Hamilton company, Centre Reinsurance Holdings, was purchased by Zurich in January. The same firm has also bought up National and General Insurance in Australia, and expanded its far eastern presence in co-operation with the Manila-based Malayan Group, as well as agreeing to take over the Canadian operations of the Travelers Group in the US.

Also in North America, Winterthur recently acquired Southern Guaranty, of Montgomery, Alabama, and a Georgia subsidiary from Fireman's Fund. The Swiss insurance industry, which is anything but short of money, can safely be expected to continue its dynamic growth in the next few years. It remains to be seen how successful foreign companies will be in establishing a base in Switzerland.

There is also still uncertainty with regard to future Swiss-EC relations. Although further progress has been made on an agreement between Brussels and Bern, which foresees mutual freedom of activities for non-life companies, this has yet to be ratified; while corresponding negotiations have not even begun with regard to life assurance. This has given extra point to

Swiss companies' series of acquisitions within the EC. In the spring, Winterthur moved to buy up the Italian company Intercontinental, whose subsidiaries include Padova Vita and Sapa Security and Property. Shortly afterwards, Baloise announced a major expansion of its Italian operations, acquiring control of De Angeli Frua and Norditalia, and the option to increase its stake in Tirrena; in 1987 the Basle company had already bought a majority shareholding in the Genoa-based firm Levante, having taken over control of Deutscher Ring, in Germany, and Mercator in Belgium in the two previous years.

For its part, Zurich took up a one-half stake in the Spanish company Unión Iberoamericana at the start of the year, and minority participations in the French company Astorg-Vie and Astorg-Accident.

John Wicks

Insurance firms have been travelling a rocky road. Parent-company earnings from foreign subsidiaries and foreign investments were hit by the continued strength of the Swiss franc

attempts to acquire the companies themselves. One of the most important moves of this kind was disclosed early this year, when Baloise took defensive action to ward off a hostile acquisition attempt on behalf of an unnamed (probably French) group. The board scotched this by lowering to only 1,000 the number of registered shares which would be entered into its stock ledger for a single shareholder, the unwanted minority participation then passing on an interim basis to Swiss Bank Corporation.

Another foreign firm, probably the German Allianz group, then tried to buy the Lausanne-based insurer La Suisse. This company also responded with a registered-share defence, again involving SBC. This had to be amended following heavy opposition from Swiss shareholders, but the foreign attackers were shut out. Then, however, potential Swiss buyers came on the scene, one of them the Lugano financier Dr Tito Tettamanti. He battled it out with Swiss Life, finally being beaten by

John Wicks

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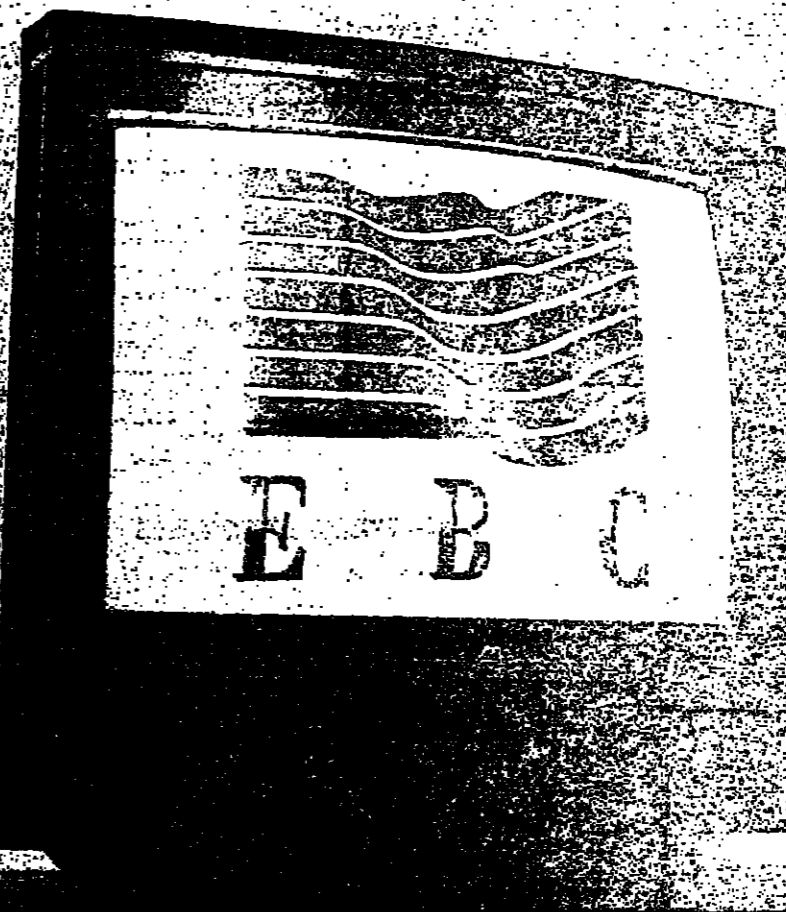
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SWISS BANKING 6

The Swiss franc's volatility reflects changes in the liquidity rules

The fundamentals are sound

THE SWISS Franc has been off colour this year. Its trade-weighted exchange value dropped some nine percentage points between December and September before firming somewhat.

The three-month Eurofranc interest rate has behaved more erratically than usual, dropping to below 2 per cent at the beginning of the year before bouncing back roughly to its 1987 level of just under 4 per cent, fitting in another small tumble in late September.

Despite this unusual volatility, there is no reason for foreigners who look to the franc as a strong and safe currency to be alarmed. The fundamentals - the inflation rate, economic growth, the payments balance - still look good.

It is also considered that fixing an interest rate would, in itself, influence the banks' decisions about the levels of their own reserve holdings. A return to a fixed money base with variable interest rates might then generate a sudden surge in the banks' call for liquidity from the SNB.

In the event, the banks' demand for liquidity from the SNB fell more quickly than it had anticipated, leading to a decline in short-term rates until the summer and to high interest rate differentials with other European hard currencies such as the D-Mark and the guilder.

By November, the liquidity made available to the banks by the SNB had tumbled by some 50 per cent to just over SFr40m. However, it was not possible to be certain that the right level had been reached to enable the new inter-bank clearing system, also introduced this year, to work smoothly.



Dr. Markus Lusser: The Bank is against joining the EMS

objective in mind. However, the idea that the SNB executive board does not discuss possible future currency movements, when deciding on the annual monetary target, is highly implausible.

Swiss industrialists plan on the assumption that the exchange rate will stay within the SFr90-85 to DM100 range, but the SNB does not commit itself to keeping the franc within this band. It also emphasises that Swiss and German short-term interest rates can diverge, as indeed they have done this year.

The new bank liquidity requirements which came into effect in January aimed at doing away with the banks' problems in meeting the traditional end-of-month targets. The new rules, it was clear, would also reduce the level of the giro accounts the banks needed to maintain with the SNB - part of the base money aggregate - but nobody could be sure at which level these holdings would have to settle.

At the beginning of the year the difficulty was compounded by the SNB's perception that it would have to supply markets with more liquidity than usual

in the aftermath of the October 1987 stock-market crash.

The Bank was also against following the West German Bundesbank policy of fixing a short-term interest rate and supplying the banks with whatever liquidity they would take at that rate. It feared an interest rate introduced as an operational target would be difficult to drop at a later stage.

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At the end of November the banks appeared to be anticipating a further tightening in SNB policy and higher interest rates. They were still waiting for the annual announcement of next year's money supply target. One bank calculated that the current level of interest rates would suffice to hold the inflation rate to 2.5 per cent next year. Interest rates were too low, if the SNB decided it needed to push inflation below 2 per cent.

In 1988, unexpectedly low oil prices have kept the annual rise in consumer prices to around 2 per cent. Swiss economists see no serious inflationary threat and end-of-year wage increases should be moderate.

However, on the price front, Switzerland is trailing West Germany and the Netherlands. There has been some talk of overheating in the economy, particularly in building. It is therefore not easy to forecast the SNB's reading of the situation for 1989.

As the Swiss debated vigorously how best to determine their country's relations with the European Community's single internal market in 1993, Dr. Markus Lusser, the SNB president, made it clear that the Bank is against Switzerland's joining the European Monetary System (EMS).

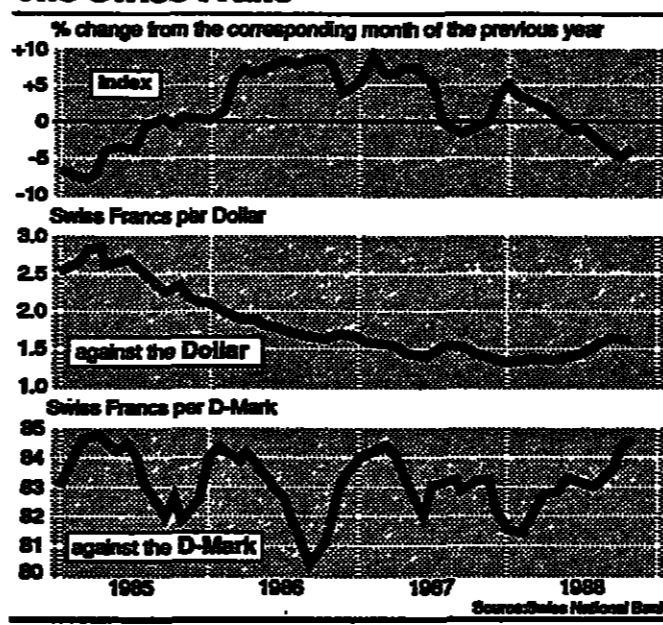
Fixed exchange rates between the franc and EC currencies would mean Swiss interest rates would be largely determined by the movement of West German rates. Switzerland could scarcely expect to influence the development of German interest rates and would lose its autonomy over monetary policy.

Debate has also revived over whether or not Switzerland should become a member of the International Monetary Fund and the World Bank. In principle, the SNB is in favour of closing what outsiders sometimes see as a glaring gap in the country's relations with the rest of the financial world.

In practice, however, the decision is a political one which would certainly have to be put to a national referendum. The Government fears, with good grounds, that the Swiss people would reject membership of the Bretton Woods organisations, just as in 1966 they refused to join the United Nations.

William Dullforce

The Swiss Franc



THE SWISS banking sector has gone through a phase of rapid expansion over the past 10 years. Total assets rose from some SFr300bn in 1977 to over SFr650bn in 1987, quite apart from a much faster growth in off-balance-sheet business.

This has been accompanied, despite large-scale rationalisation, by a sharp increase in staff. Over the same period, the number of people employed by banks and finance companies went up from 74,952 to 118,960.

The rise was particularly marked in 1986 and 1987, with growth rates of 7.7 and 6.7 per cent, respectively. The increase has continued, though more slowly, since Black Monday, latest government reports pointing to third-quarter employment up 2.3 per cent on that for the corresponding period of last year - or by almost 16 per cent on the figure for autumn 1985.

The banks are, however, suffering more and more from the chronic shortage of manpower in Switzerland, where the overall unemployment rate stands at a six-year low of 0.6 per cent.

Banking is no exception to the general rule of a dried-out labour market, and there are far more vacancies than people to fill them. This has not unnaturally led to massive poaching and an increase in employee turnover.

The staff fluctuation does seem to have fallen since last

HUMAN RESOURCES

Desperately seeking bankers

October's stock-market crash, but is still put at around 15 per cent. This has, just as naturally, resulted in occasional massive increases in pay for an already very well-paid profession.

On average, qualified male employees "in a responsible position" are earning a good SFr6,000 (\$2,200) a month, and ancillary female staff over SFr3,000.

The Zurich Cantonal Bank said earlier this year that staff could often be kept only by the offer of a higher salary or promotion.

"The banks," according to Dr Egon Zehnder, head of the executive-search firm Egon Zehnder International, "will pay whatever is necessary to obtain the proper return on their investment. These salaries are, however, disproportionate when considered against those in other industries, and there is unlikely to be any immediate change in this."

It is generally not too difficult to find unskilled and semi-skilled labour, though Dr Zehnder claims that "many less-qualified people are paid far too much."

The real shortage in the sophisticated Swiss banking system is in specialists and good all-round bankers. Some banks are said to be unable to open a research department because of the lack of analysts. Data-processing staff are thin on the ground all over Switzerland, where the education system has been slow in introducing pupils and students to the computer.

An example of the overall scarcity of personnel is that of Swiss Volksbank which, with some 5,700 employees, recently said it could absorb "at least 500" well-qualified and experienced EDP and managerial staff.

A particular problem is that of recruiting foreigners, who would be welcome not just to fill the employment gap but also in the light of special expertise gained in financial centres abroad. At the end of last year, some 13,060 foreigners were employed in the "banking or credit" sector, or some 11 per cent of the whole. It is extremely difficult to add to this total, due to Switzerland's highly restrictive immigration laws.

Although employment considerations alone do not seem

to have resulted in any Swiss bank moving a particular activity out of the country, the dearth of both domestic and foreign manpower is certainly a contributory factor.

There will be no surge in the school-leaving population for some time to come, nor is there any chance of easing immigration policy. Even if future demand for bank personnel grows by only 2 to 3 per cent a year, the banks' only resort lies in beefing up their training programmes to raise in-house potential and teach the necessary new skills.

An important step has been taken in this direction with the

The banks are suffering more and more from the chronic shortage of manpower in Switzerland, where the overall unemployment rate stands at a six-year low of 0.6 per cent

establishment of the Swiss Banking School, whose first course began in September 1987. The institution was set up by the country's big three - Union Bank of Switzerland, Swiss Bank Corporation and Credit Suisse - together with Bank Julius Baer and Bank Vontobel.

Initially, the courses were available only to employees of the five founders, but they are now open to all Swiss-based banks. They are held in the universities of Zurich and Geneva and the Graduate School of Economics and Business Administration, in St Gall.

Participants are persons "of management potential" aged between 30 and 40, with several years of banking experience and fluency in German, English and French. They are offered specialised courses in commercial, investment or trust banking, the stress being placed on international operations. Overall bank management also plays an important part in the programme.

The banking school is seen as complementing, not replacing individual training projects. These are accorded parti-

cular importance by the big five (the big three plus Volksbank and Bank Leu), who together account for half Switzerland's total banking workforce.

Last year, between 10 and 12 per cent of the total staff of UBS, SBC and Credit Suisse were under training, while the majority of all employees took part in some form of organised in-house instruction.

This commitment is not limited to the largest banks: Julius Baer, for instance, is very proud of its in-house "university", while the cantonal banks have, since 1970, been co-operating in two organisations - one for German-speaking Switzerland, the other for the French and Italian-language areas - for middle-management training.

The most important basis for banking skills is the typically Swiss apprenticeship, a three-year course combining work in various departments of a bank with instruction at a special commercial college. There are also external courses, such as that for the Federal Banking Diploma, available on a night-school basis.

The banks themselves offer special arrangements for grammar-school leavers and graduates, like UBS's two-year "all-round" programme, and for promotion-worthy middle management such as the same bank's famous Wolfsburg Institute, centred on a chateau overlooking Lake Constance (SBC is next year to open a countryside training centre near Thun).

Foreign exposure is also considered an important part of training. Apart from language classes, not least in English, promising employees are often sent off to gain experience with subsidiaries and branches abroad.

Credit Suisse has, in addition to this, been operating the CS International Bankers School, in New York, for the past four years, primarily for Swiss employees; while SBC and its New York operation run a six-month course there for graduates. UBS has training facilities in New York and London.

Even more will go into training programmes in future. As UBS's senior vice president, Mr Niklaus Kubi, says, regarding his bank's 15-year personnel-development efforts: "They have been our salvation"

John Wicks

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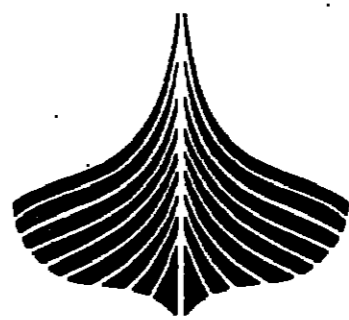
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UK COMPANY NEWS

Reassurances for the doubters

Hugo Dixon on a new talking point concerning the bid for Plessey

WITH THE joint GEC-Siemens bid for Plessey stuck in the courts, attention is now turning to the industrial logic of a merger.

within GPT about the industrial logic of a merger. GPT managers are understood to believe that a tie-up with Siemens has tremendous potential, but only provided it is done in the right way.



Hans Baur: head of Siemens' telecommunications business

doubts that Siemens would seek to dominate R&D from its headquarters in Munich. Mr Baur tried to allay these fears, by saying that the companies would work together to develop future products.

The managers believe that GPT, which has had to operate in the UK's liberalised telecommunications markets, has lower costs than Siemens, whose home market is more protected.

Brent Walker denies probe into casinos

By Claire Pearson

BRENT WALKER, property and leisure group, yesterday issued a swift and heated denial of a press suggestion its casinos were under investigation from the Gaming Board.

Textron emerges as the 'white knight' behind bid for Avdel

By Nikki Tait

TEXTRON, the large US conglomerate, will announce today that it is the mystery 'white knight' prepared to bid for Avdel, the UK fasteners group.

identity as the white knight made no difference to its stance. It claims synergy between Avdel and its own fasteners business and says that it has no intention of selling its share.

Textron and Avdel are already known to each other and according to Mr John Marley, Avdel's chief executive, there is some technology transfer between the two.

Iceland and Bejam bid battle reaches Christmas climax

By Philip Coggan

THE BID battle between frozen food retailers Bejam and Iceland Frozen Foods, which is set to close this week, had descended to traditional Christmas panto language by last Friday.

made a profits forecast for this year. Bejam, however, points to the fact that its profits and sales per square foot are far higher than Iceland's.

Instead, says Bejam, shareholders should trust a relatively new management team, led by Mr Tim How, to grow the group.

Returns bolster London Shop in Peel bid

By Paul Cheeseright, Property Correspondent

LONDON Shop properties have provided comfortably higher total returns than properties held in the average institutional portfolio, Mr John Bushell, the chairman, told shareholders during the weekend.

Takeover Panel to withdraw criticism of London Shop's performance based on rental and capital value surveys published by Hillier Parker, chartered surveyors.

Peel charges that it is not managing its portfolio to maximum effect. His letter to shareholders precedes the publication of a new net asset value for the company based on a revaluation of its property assets.

percentage points less at 14.5 per cent. Capital growth of the London Shop portfolio came out at an annualised rate of 11.2 per cent, that of the IPD portfolio at 8.7 per cent.

Wellman surges to over £1.2m

With all the group's businesses performing heavily in line with expectations, Wellman, engineering group, achieved a jump in pre-tax profits from £707,000 to £1,266,000 over the six months ended September 30.

Thomson may halt bid

By Claire Pearson

THOMSON T-Land is expected this week to abandon plans to buy fellow industrial holding company Suter, following a £165m hostile bid from Ladbrooke Group, hotels, property, betting and retail concern.

extraordinary general meeting on Wednesday. In its document, Ladbrooke argues that Thomson will not be able to provide the cash resources for the successful fostering of its principal asset, Vernons.

In the end, the battle may boil down to whether institutions still believe, in the wake of the problems of Next and Harris Queensway, that there is still mileage in store revamps in the retailing sector.

NOTICE CONCERNING CHANGE OF THE FISCAL YEAR TO THE HOLDERS OF THE OUTSTANDING Bearer Warrants to subscribe up to ¥31,180,000,000 for shares of common stock of The Nomura Securities Co., Ltd.

Chillington raises £8.5m. Chillington Corporation, formerly Plantation and General Investments, has announced an £8.5m rights issue and placing.

BOARD MEETINGS. The following companies have notified dates of board meetings to the Stock Exchange. Such meetings are usually held for the purpose of considering dividends.

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FINANCIAL TIMES STOCK INDICES. Table with columns for Dec 16, Dec 15, Dec 14, Dec 13, Dec 12, Dec 9, High, Low, Since Completion, Low.

INTERNATIONAL CAPITAL MARKETS

EUROCREDITS

Soviet facility wins fine terms

FEARS THAT the Soviet Union may have overextended itself in its search for Western export credits to finance its internal restructuring should be put to rest by the terms announced in its latest financing, this time from a group of Italian banks.

The Government of Cyprus has not fared as well in its financing. Cyprus Development Bank has asked Sumitomo Bank to arrange for it a \$30m seven-year bullet loan carrying a margin of 3 1/2% basis points over Libor. Fees were not disclosed.

And even arrangers for the credit to the lending group, Banco di Roma, concede that the terms are fine, considering the maturity.

However, many banks have already met lending targets for 1988 and are closing their books for the year, a sign that, if anything, business has surpassed expectations.

There is a group of 12 Italian and international banks lending funds to the Italian banking group, thus avoiding a 25 basis point tax on domestic Italian borrowings of longer than 18 months. Each lender is providing about \$10.8m.

The loan carries a razor-thin six basis point facility fee and a maximum margin of 10 basis points over Libor. Montagu said that BAA currently has few operations that allow banks to establish relationships with it, and in light of its expansion plans overseas, the finely-priced facility still looks like a good bet for lenders wanting to begin offering other services.

Norma Cohen

INTERNATIONAL BONDS

Sober mood permeates City round of festive parties

FEW FUNDS would argue that the Eurobond market is known as one of the most vigorously social sectors of the City. In previous years, when activity would down as is inevitable at this time of year, idle dealers and syndicate managers were usually able to seek solace in trading room letdown in a wild social whirl of parties hosted by their counterparts at other houses.

Japanese houses have been unable, for reasons of protocol, to hold the lavish receptions the rest of the market has come to expect from them. While no public invitations have been issued, most have still been able to hold smaller, internal events. At one stroke, this has cut the number of City free-for-alls by at least a third and has been a great source of disappointment to the large number of gaijin staff and clients of these houses.

Western houses unconstrained by matters of imperial respect have been trying to fill the gap caused by the absence of their oriental partners and many have managed to do so with some flair. In the words of one veteran market observer: "Hangover cures are still well bid." A handful of houses have even capitalised on the scarcity of parties, to make some sort of statement about their own particular fortunes in 1988.

The death of external invitations this year from one of the larger and most traditionally macho houses in the market surprised many of its would-be competitors as there is little doubt that if any single house in the market can afford to entertain, it is the aforementioned. Officials there could not comment, although observers noted that the house in question recently had to foot fairly hefty office removal bills. Others suggested that seasonal good cheer might have been somewhat dampened by worries over what the firm will actually look like when radical internal restructuring is completed.

The recent spate of City sackings and rumours of imminent redundancies which continue to circulate have clearly had a somewhat depressing effect on the general jollification. While vintners in the Square Mile felt it was too early to say whether consumption of festive libations was down on last year, the former Junior Health Minister's recent visit in connection with the new City DrinkSense campaign could well be expected to have some sort of effect on drinking habits.

Despite the gloom and doom of the jobs outlook, one campaign which took off successfully last week goes under the banner of "The City cares." It was reassuring to see that so many market participants managed to find a thought for those less fortunate than themselves and dig into the pockets of their immaculately tailored suits for good causes. An all-day event called Boose Aid raised several hundred pounds for Children in Need. The "Alternative Christmas Party" last week also saw a number of Eurobond market veterans gather in a good cause. Dennis Thomas of UBS organised the evening at which Stanley Ross was a popular speaker. More than 25,000 was raised by auctioning off various donated items, including Eric Clapton concert tickets and El Vino vouchers. At least £12,000 was raised for the leukaemia unit at Great Ormond Street Hospital.

Dominique Jackson

EUROMARKET TURNOVER (\$m)

Table with columns: Primary Market, Secondary Market, and sub-columns for US, UK, FR, Other. Includes data for 1988 and 1987.

Malaysia names dealers for government securities

BANK NEGARA, Malaysia's central bank, has announced extensive financial reforms including changes to the government and private debt securities market and bank reserve and liquidity requirements.

The reforms, which take effect on January 1, will improve competition, provide depth to the money market and further develop the capital market, especially in Malaysian government securities, Bank Negara said.

The 15 dealers include four commercial banks, seven merchant banks and seven discount houses which will underwrite the primary issues of Malaysian government securities.

These institutions will be obliged to provide two-way quotations for government securities to all institutions and individuals wishing to purchase or sell government securities, the central bank said.

and will underwrite all issues. The discount houses will be allowed to hold and trade money market instruments, including government securities, Treasury bills and bankers acceptances with up to five years remaining to maturity. The current limit is three years.

NEW INTERNATIONAL BOND ISSUES

Table with columns: Borrowers, Amount, Maturity, Av. life years, Coupon %, Price, Book runner, Offer yield. Lists various international bond issues.

Advertisement for Government Backed Trusts. Total value: \$3,396,536,000. Features Zero Coupon and Current Coupon Certificates. Lists participating institutions like BT Securities Corporation and Citicorp Securities Markets.

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INTERNATIONAL CAPITAL MARKETS

US MONEY AND CREDIT

Policy rift at Fed disturbs Wall St

THE FEDERAL Reserve Board tightened US monetary policy a notch last week, in light of strong economy and rising interest rates abroad. However, what seems to be going on behind the scenes at the central bank is making some on Wall Street a little apprehensive.

A split is growing between a majority of the Fed's governors and presidents of some of the reserve banks. The former are fairly relaxed, believing the current growth rate poses little inflationary threat. The latter argue it does, and are lobbying for a more hawkish for an even tighter monetary policy.

Judging by his past comments, Mr Alan Greenspan, the Fed chairman, is in the latter camp. If so, he failed last week to round up support for a discount rate increase, a policy move the governors decide with advice from the presidents. The two camps met in last week's session of the Federal Open Market Committee (FOMC).

The markets waited all week for a discount rate increase, but made do in the end with a small central bank boost to Fed funds, the rate at which banks lend reserves to each other.

Interest rates had risen in anticipation of some form of tightening. It was the second increase in Fed funds in two weeks - a continuation of the Fed's approach since early spring of introducing frequent but modest rises to rein the economy in gently.

The Fed's apparent target range for the funds is 8% to 8 1/2 per cent, up 1/4 of a point on the week. Salomon Brothers believes: "Convenient seasonal pressure on the funds rate, a division among FOMC members and the clarity of the Fed's intent in its latest move rule out a hike in the discount rate for now. None the less, maintaining the funds rate near its current level may require a higher discount rate when seasonal money market pressures abate in January."

The target level is high relative to the current discount rate of 6 1/2 per cent. The Fed could rationalise such a move as a catch up, just as it did with August's increase after a long steady rise in Fed funds.

Alternatively, it could boost the discount rate as a demonstration of concern about strong economic growth, inflationary pressure, intractable budget deficits and the dollar. The longer it refrains from such a signal, the more investors will grow doubtful about the Fed's commitment to fighting inflation.

Mr Greenspan is probably trying to build a consensus for an increase. Ironically, however, the delay could actually serve a useful purpose as it keeps on hand the tool of higher interest rates should the dollar need support in the new year.

The US currency firmed towards the end of last week as foreign exchange markets expected some form of tightening to match higher interest rates initiated by European central banks. The Europeans were showing a greater sensitivity than the Fed to the potential of higher inflation because of brisk economic growth.

It remains to be seen this week if markets judge costlier Fed funds an adequate substitute to a discount rate increase. Fortunately, the dollar is deriving some support from corporate buying for genuine year-end financial purposes.

The dollar will face a difficult test, though, in late January, shortly after Mr George Bush's presidential inauguration.

When world financial markets wobbled after his election victory, he promised swift action with Congress to cut the US budget deficit. Watching the great difficulty both parties will have achieving that is liable to unsettle markets again.

Foreign investors' faith in the Fed will be particularly important then. But Mr David Jones, chief economist of Andrew G. Lanston, a New York primary bond dealer, believes recent developments within the Fed's ranks could have a negative effect on investors' perceptions. "There is the potential for a deepening split and greater lack of consensus in the Fed," he feels. "This would result in the central bank reacting belatedly and more cautiously to economic developments. The Fed was 'ahead of the inflation curve' in the spring and summer, with a monetary

policy slightly tighter than justified by price pressures. Now it was running the risk of letting inflation get ahead because policy was not tight enough. If too big a gap developed, the central bank would have to catch up with sharply higher interest rates, which would give the economy a nasty jolt.

Data released last week showed that the economy was picking up steam. Considering the tenor of the news, the markets took them well. This was probably because it believed the tightening it was expecting showed the Fed was reacting to the strong growth.

Retail sales in November rose a robust 1.1 per cent, while October's growth was revised up to 1.6 per cent. Industrial production was somewhat larger than expected and the nation's capacity utilisation rate increased again to its highest level in nine years. Housing starts were far more numerous than forecast, despite a recession, but perhaps the accompanying falling Fed governors are banking on one to help them kill inflation without the need for sharply increasing interest rates.

Against this background of brisk economic activity, there is a lot of talk on Wall Street of the significance of the inverted yield curve, whereby one-year Treasury bills are paying investors higher interest rates than 30-year bonds.

Although the long bond yields are being artificially depressed by the high demand for the securities to strip into zero-coupon bonds, the shape of the curve is still a credible sign of a recession ahead. The last inversion was in 1982. Not all analysts have abandoned a recession, but perhaps the accompanying falling Fed governors are banking on one to help them kill inflation without the need for sharply increasing interest rates.

ress has ground to a halt. How can that be good news?" asked Mr Robert Brusca, chief New York economist of Nikko Securities, after exports fell.

The producer price index, like the consumer price index due out tomorrow, is still turning out small increases. But its growth rate is running about a point ahead of last year's, and will accelerate further as rising prices of oil and other commodities feed through.

Notes in circulation rose by 0.2 per cent in the week ending December 14, compared with a year earlier and compared with 7.3 per cent, 7.7 per cent and 8.1 per cent in the previous three weeks.

As Mr Hughes and other analysts noted, these numbers seemed to support the slightly falling retail sales picture, but lent some support to the view about the money base reacting to interest rate rises with a three- to four-month lag.

Mr Stephen Hannah, of County NatWest, takes a con-

UK GILTS

Hint of slowdown lifts confidence

EVIDENCE that the long-awaited slowdown in domestic activity may be nigh propelled a choppy gilt market higher, although it remains vulnerable to this week's trade figures for November.

Indications that growth in domestic demand may be cooling were provided by retail sales and weekly banking figures, while the industrial production figures for October indicated that output had remained resilient in the face of 12 per cent base rates.

Less encouraging were the employment and earnings figures, together with the inflation numbers for November (wholesale and retail).

The Treasury muttered about signs of slowdown all week, but as Mr Michael Hughes of Barclays de Zoete Wedd noted, it was the Bank of England's banking return on Thursday which engendered a greater degree of confidence than seen earlier in the week.

Notes in circulation rose by 0.2 per cent in the week ending December 14, compared with a year earlier and compared with 7.3 per cent, 7.7 per cent and 8.1 per cent in the previous three weeks.

He believes the market's reaction was overdue and ignored important timing differences. The week of the 14th this year was not the same as the week of the 14th last year, he said. Furthermore, notes in circulation could rise six-fold during the run-up to Christmas, so, watch out.

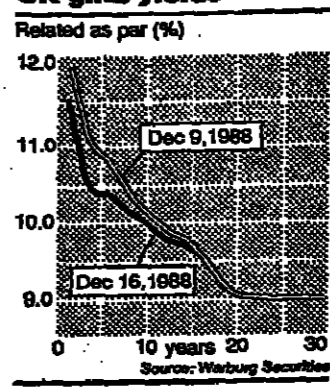
The timing of last Wednesday's announcement of the reverse gilt auction must rate as one of the more bizarre in the history of the market.

The whisper is that the idea was more favoured in the Treasury than the Bank, hence Mr Nigel Lawson, the Chancellor, taking the unusual decision of announcing the move himself.

But, so what? It will be the market, by its response, which decides the success or failure of the reverse auction.

News of the January 13 reverse auction - which is slated for the same day to the year as the last of the "experimental" series of reverse auctions - fairly well received.

UK gilts yields



Source: Working Securities

In any event, as the Bank made clear during the week, the reverse action is supplementary to, rather than a substitution for, its normal operations in the secondary market.

Mr Lawson made much of the size of this year's public sector debt repayment, which he believes will be £9.8bn (£17.8bn), and the need to sterilise its effects on the economy by buying back gilts.

The two auction stocks to be "auctioned" (a curious use of the word since the owners are being asked to offer prices to the Bank which it might or might not accept) are held by the monetary sector and therefore would not count towards Mr Lawson's need to buy gilts. In his Budget he defined funding as sales or purchases of government debt outside the

M4 non-bank, non-building society sector. In the present case, that means purchases of gilts from investment institutions and the public. The Bank's and Treasury's answer to this is that if banks and building societies sell gilts in the auction they may want to replenish the shortage created.

In so doing they will buy some gilts of the non-M4 sector and hence the Government's funding requirement will be met once removed. This seems a rather convoluted way of achieving something which the Bank could have done through its own secondary market actions.

Then there is the claim that, because of the heavy corporate tax payments falling due in January, there is a need to create liquidity during that period. Liquidity creation could just as easily have been effected through secondary market intervention, although it could be argued that it does have a virtue in being a clear method of delivering liquidity.

The technique seems to offer the Bank a method of sucking up the less liquid stocks on issue, or simply to target some of the high coupon stocks in the medium area of the market.

Such a suggestion received a fairly frosty response from the Bank, but then again so did the idea of a reverse auction when it was mooted in the summer.

Simon Holberton

Roderick Oram

Table with 5 columns: US MONEY MARKET RATES (%), Last, 1 week, 4 wks, 12 month, 12 month Low. Rows include Fed Funds, Treasury Bills, Treasury Notes, etc.

Table with 5 columns: US BOND PRICES AND YIELDS (%), Last, Change, Yield, 1 week, 4 wks. Rows include 5-year Treasury, 10-year Treasury, 30-year Treasury, etc.

Money supply: In the week ended December 5, M1 fell by \$1.1bn to \$708.4bn. M2 rose by \$1.1bn to \$1,011.1bn.

NRI TOKYO BOND INDEX

Table with 5 columns: December 1983 = 100, 15/12/82, Last, 12 mo, 26 mo. Rows include Government Bonds, Municipal Bonds, Corporate Bonds, etc.

FT/AIBD INTERNATIONAL BOND SERVICE

Large table listing international bond yields and prices for various countries including Australia, Canada, France, Germany, Italy, Japan, etc. Columns include Country, Bond Name, Yield, Price, etc.

Sanwa Bank advertisement. Text: "Sanwa Bank is now listed on the London Stock Exchange". Includes an image of the Konoike Exchange House, 1656. Text: "A leader among Japanese financial institutions, The Sanwa Bank, Limited has a long history that can be traced back to the Konoike Exchange House, which was founded in 1656." Includes contact information for Tokyo, London, and Manchester branches.

FLIGHTING BONDS: Yield to redemption of the mid-price. Amount issued is expressed in millions of currency units except for Yen bonds, where it is in billions. STRAIGHT RATE BONDS: US dollar unless indicated. Margin above 30-month offered rate for US dollars. C.m.p. = current coupon. CONVERTIBLE BONDS: US dollar unless indicated. Premium or discount of the current effective price of buying shares in the bond over the most recent share price. WARRANTS: Equity warrant, premium = exercise premium over current share price. Bond warrant, ex. yld = exercise yield at current warrant price. Closing prices on DECEMBER 16.



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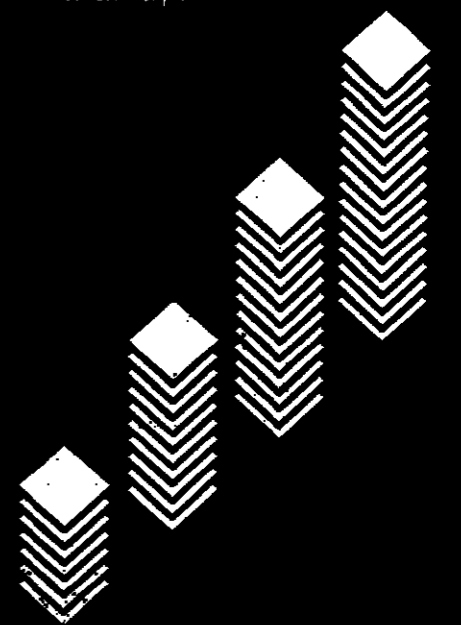
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INTERNATIONAL CAPITAL MARKETS AND COMPANIES

# COB looks into Pechiney US deal

By Paul Betts in Paris

THE PARIS bourse has been shaken by insider trading allegations over the recent acquisition by Pechiney, the nationalised aluminium group, of American National Can (ANC), the leading US metal packaging company.

The Commission des Opérations de Bourse (COB), the bourse watchdog, is to launch an inquiry into the affair after the New York Securities & Exchange Commission (SEC) informed the French agency of alleged irregular trading during Pechiney's friendly acquisition of ANC.

Mr Pierre Bérégovoy, the French Finance Minister, con-

firmed in a statement that he had asked Mr Jean Farge, the COB chairman, to act as quickly as possible to shed light on the allegations.

Mr Bérégovoy's statement reflects the French financial authorities' concern over the repercussions of the scandal on the credibility of the French financial markets at a time when they want to see Paris develop into a major international financial market.

The bourse was shaken earlier this year by a string of scandals in the fledgling financial futures market, the Matif.

The SEC unearthed the latest affair when it became sus-

picious of the unusually large volumes of transactions over Triangle Industries, the parent company of ANC quoted on the New York over-the-counter market, just before Pechiney said on November 21 it was buying ANC.

The SEC is understood to have asked for the COB investigation after discovering that large orders for Triangle shares - about 2,000 - were placed from France between November 16 and 18, when the US group's shares were trading at around \$10 each. After the acquisition announcement, Triangle shares jumped to \$26.

Although the SEC and the

COB have yet to ratify an agreement to swap information, Mr Farge said at the weekend that the "importance of the information transmitted by the SEC justified the decision of a COB inquiry."

Mr Farge was appointed head of the COB last July, after the Matif scandal, with instructions to tighten control of the financial markets, shaken not only by the Matif affair but by a growing wave of hostile takeover bids.

The affair has cast a cloud on the Pechiney acquisition, applauded by the Government as an example of enlightened state sector industrial strategy.

# Daimler edges closer to stake in MBB

By Helg Simonian in Frankfurt

THE CHANCES of Daimler-Benz, the diversified West German motors group, taking a stake in Messerschmitt-Bölkow-Blohm (MBB) have increased after the plan appeared to run into difficulties last week.

Mr Matthias Kleinert, a Daimler official, said the company's board would be submitting plans which "will point to a definite decision in favour of a stake in MBB" at its meeting with its supervisory board on Wednesday.

The comment follows signs of last-minute snags during talks between Mr Edward Reuter, Daimler's chief executive, and ministers in Bonn last week.

Mr Reuter, speaking in Frankfurt on Friday, also indicated that the remaining difficulties with the Federal Government - notably the Free Democratic Party, the junior partner in the centre-right coalition - and some of the states which own stakes in MBB were now on the way to being resolved.

According to some press reports, Daimler has made concessions to the state of Hamburg, where MBB has production facilities. Less clear is how the conditions raised by the Bavarian state government, which also has a holding in MBB, will be met.

Daimler has not confirmed that the difficulties with the FDP and some of MBB's owners have now been resolved. But the company's senior executives would be unlikely to put a proposal to its supervisory board without a solution in sight.

Meanwhile, speculation has increased about the timing of a Daimler rights issue, which depressed its share price last week.

The company has admitted it is thinking of raising new capital, although it has denied this is directly linked to its plan to buy a possible 30 per cent stake in MBB.

According to the newspapers, Süddeutsche Zeitung, Daimler would acquire its holding for just under DM1bn (\$874.7m) via a MBB rights issue.

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And ask Karl Capp for details.



# Harcourt chief to resign

By Roderick Oram in New York

MR William Jovanovich is to step down after 34 years as chief executive of Harcourt Brace Jovanovich, the US publishing house he plunged heavily into debt last year to save it from takeover by Mr Robert Maxwell, the UK publisher.

The Orlando, Florida, company whose interests include the Sea World theme parks gave no reason for the management change.

Mr Ralph Caulo, president and chief operating officer, will take over as chief executive. Mr Jovanovich will remain chairman of the board and on its executive committee.

Mr Jovanovich fought off Mr Maxwell by giving his stockholders \$50 a share in cash and stock dividends.

The recapitalisation was funded mostly by \$2.5bn of borrowings that tripled the company's debt.

Harcourt was recently able to sell \$100m of new common stock and \$400m of public debt that allowed it to pay down some of its bank loans.

Mr Jovanovich, widely considered one of the leading post-war US publishers, joined Harcourt 41 years ago as a college textbook salesman. He became head of the division six years later and chief executive of the group the following year.

# Split hampers Drexel talks

By Roderick Oram in New York

A SHARP split within Drexel Burnham Lambert is hampering the Wall Street firm's efforts to negotiate a settlement with the Government to avoid a lengthy and possibly debilitating trial on securities fraud and other charges.

Some senior executives, particularly those running lines of business unconnected with the issue, believe it would be less damaging to strike a deal.

They are anxious to bring to an end the costly and distracting two-year investigation stemming from the conviction of Mr Ivan Boesky, the insider trader with business links to the firm, particularly with Mr Michael Milken, the driving force behind its fabulously profitable junk bond operation.

The greatest resistance to plea bargaining is coming from executives closer to the centre, who are deeply con-

cerned that any admission of guilt by the firm could undermine their own legal positions. They are arguing that the Government's case against the firm is weak.

They are particularly unhappy that the firm is considering severing its links with Mr Milken, a move that could jeopardise his defence. He and several associates have pleaded not guilty to civil charges brought by the Securities & Exchange Commission arising from their involvement with Mr Boesky.

The firm denied on Friday reports that several senior officers had threatened to resign if the firm agrees a settlement unfavourable to it or them.

Drexel is trying to strike a deal with the US Attorney's office in Manhattan to head off wide-ranging criminal charges involving securities fraud,

insider trading and racketeering that would be filed against it. These would be in addition to the SEC's existing civil charges.

Mr Milken has played no part in the talks and some of his associates have recently agreed to co-operate with the Government in return for immunity from prosecution.

Drexel and the US Attorney's office are known to be discussing a package involving payment by the firm of between \$50m and \$75m to a trust for investors hurt by its activities, a guilty plea to a number of charges which would be far less severe than it would face at a trial, and the departure of Mr Milken on terms yet to be agreed.

The two sides have made considerable progress, but are stuck on some points, particularly over Mr Milken.

# Bond Corp credit rating downgraded

By Chris Sherwell in Sydney

BOND CORPORATION, the international brewing, media and property group headed by Australian entrepreneur Mr Alan Bond, has suffered a sharp reduction in its already modest credit rating.

Australian Ratings, the country's best-known credit agency, has reduced its assessment of the group's long-term paper by two levels, from BB minus to B, principally because of the group's heavy

borrowings.

It has also called into question the capacity of Mr Bond, through the family holding company which controls 55 per cent of Bond Corporation, to inject equity to match ambitious growth plans.

The agency's findings, revealed in a notification to clients sent out last week, is potentially embarrassing for Mr Bond and comes at an unpropitious moment.

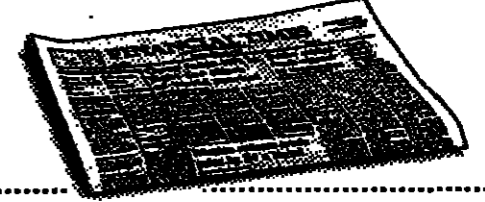
In Britain he is believed to be preparing a bid for Lomcho, the trading group, and is said to be still interested in Allied Lyons, the brewing group. He is also a potential bidder for Texaco Canada.

At the same time, he is continuing a rapid series of asset disposals in Australia and elsewhere following his expensive takeover of the Bell stable of companies, once controlled by Mr Robert Holmes à Court.

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  - Banque International à Luxembourg Société Anonyme
  - Deutsche Bank Luxembourg S.A.
  - Mitsui Finance International Limited
  - The Sarwa Bank, Limited
  - Chase Investment Bank

- Co-Lead Managers:
- Crédit Agricole
  - Union Bank of Switzerland

- Managers:
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  - Banco Pinto & Sotto Mayor
  - Banque Leu (Luxembourg) S.A.
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November 1988



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DIARY DATES

Trade Fairs and Exhibitions: UK

December 16-17 Cash and Carry Fashion Fair... Kensington Town Hall... December 21-January 8 Model Engineers Exhibition...

Overseas Exhibitions

January 11-14 Toy Show (01-980 7955) Hong Kong... January 15-19 International Food Fair of Scandinavia...

Business and management conferences

December 15 Fira: The single European market... January 19 Management Forum: Food and trading law developments...

Anyone wishing to attend any of the above events is advised to telephone the organisers to ensure that there have been no changes to the details published

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This Seminar has become an important part of the work of the Financial Times in training. The original aim of the programme was to describe the changing City as Big Bang approached...

The Seminar chaired by Marc Lee, Conference Adviser to the Financial Times, always allows substantial opportunities for questions and discussion...

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FINANCIAL

COMPANY MEETINGS: Today... Tomorrow... Wednesday... Thursday... Friday... Saturday... Sunday...

English and Computer Graphics Shows and conference... January 29-February 1 Irish Crafts Trade Fair... February 2-5 International Contract Flooring Exhibition...

PARLIAMENTARY Today

Commons: Private Members' motions until 7pm. Motion for Christmas adjournment... Lords: Children Bill, committee. Motions on Bristol Development Corporation orders...

Wednesday

Commons: Official Secrets Bill, second reading. Debates on motion relating to EC structural funds... Lords: Debates on problems of preservation of historic buildings and treasures...

Thursday

Commons: Adjournment debates. Lords: Civil Aviation (Air Navigation Charges) Bill, second reading. Motion on merchant shipping...

U.S. \$125,000,000 Northeast Savings, F.A. Collateralized Floating Rate Notes due 1995. In accordance with the provisions of the Notes, notice is hereby given that for the interest period from December 15, 1988 to December 15, 1989 the Notes will carry an interest rate of 9 7/8% per annum...

REIFFE RED NACIONAL DE LOS FERROCARRILES ESPAÑOLAS ECU 46,500,000 GUARANTEED FLOATING RATE NOTES DUE 1994. 15 December 1988 to 15 June 1989 each note will carry an interest rate of 8.5% per annum...

ANNOUNCEMENTS: FURMAN SELZ, MAGER DIETZ & BIRNEY INC HAS MOVED TO 6-7 QUEEN STREET LONDON EC4N 8SP. LEGAL NOTICES: ADOCON LIMITED Registered number: 1812640. Trading name: Crouch Hill Motor Company...

CONSTRUCTION CONTRACTS Warehousing in Dunstable

Construction work on contracts worth about £30m is being started in the next couple of months by TARMAC CONSTRUCTION. The largest, at nearly £7m, is for building four warehouse units, totalling about 25,000 sq metres, at Dunstable, Bedfordshire...

Housing association developments

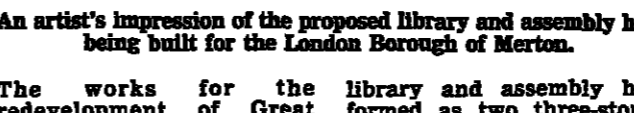
Contracts for construction work, worth in excess of £20m, have been awarded to seven of the WILLMOTT DIXON companies. The specialist house building branch of Willmott Dixon, Willmott Dixon Housing, has been awarded contracts by two housing associations...

Housing the computer department

Three building contracts spanning commercial, industrial and leisure sector projects, together valued at £2.5m, have been won by BOVIS CONSTRUCTION (SCOTLAND). At Dalkeith, near Edinburgh, Bovis is to build a £2.5m computer facility for Scottish Widows Fund & Life Assurance Society...

Civic office accommodation scheme

PENTAGON DESIGN AND CONSTRUCTION has been awarded a contract, valued at £10.1m, by the London Borough of Merton to design and construct civic office accommodation at Catford, London, SE6...



An artist's impression of the proposed library and assembly hall being built for the London Borough of Merton.

The works for the redevelopment of Great Ormond Street Hospital for sick children and a library and assembly hall for the London Borough of Merton are included in £12.2m contracts won by EVE CONSTRUCTION, the construction division of Eve Group. The Great Ormond Street contracts are valued at £3.48m...

Industrial units in Sussex

Contracts totalling £7m has been awarded to LOVELL CONSTRUCTION. At Birches Industrial Estate, East Grinstead, Lovell has been awarded a design-and-build contract worth £3.3m to construct 11 industrial units for Lynton Properties and Beamland. The units vary in size from 195 sq metres to 1,482 sq metres and will provide an area totalling 7,897 sq metres gross...

Bryant Construction Invest in Quality Solihull Bracknell

Andover shopping project

The Chantry Way Shopping Centre, Andover, developed and owned by New Valley Borough Council and Sun Life Assurance Society, is to be upgraded by TAYLOR WOODROW MANAGEMENT CONTRACTING under a £10m contract. Some 40,000 sq ft of retail space will be added, together with a multi-storey car park with 650 spaces...

Hospital extension

Phase 3 of the Hemel Hempstead General Hospital redevelopment is underway now that NORWEST HOLST CONSTRUCTION has begun its latest £12m contract. The project comprises a nucleus development, sited on a sloping area adjacent to the hospital buildings. The three-storey concrete frame building will provide 11,500 sq metres of floor area housing maternity, pathology and psychiatric facilities...

HAVELOCK EUROPA has broken into the Scandinavian market with the award of a £2.2m contract in Helsinki for Finland's department store group OY Stockman. The contract takes in the existing store and the new ARGOS extension which increases the selling area by one third to 26,000 sq metres.

COMPANY NOTICES: Georgia Federal Bank, FEB Collateralized Floating Rate Notes Due 1996. THE 'SHELL' TRANSPORT AND TRADING COMPANY, P.L.C. NOTICE IS HEREBY GIVEN THAT A balance of the Register will be struck on Wednesday, 4th January, 1989... GENERAL MINING CORPORATION LIMITED (Incorporated in the Republic of South Africa) Registration No. 61/01232/06...

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AUTHORISED UNIT TRUSTS

Table listing various unit trusts such as Abbey Unit Trust, Abbey Unit Trust, Abbey Unit Trust, etc. with columns for name, manager, and other details.

Table listing unit trusts including B & C Unit Trust, B & C Unit Trust, B & C Unit Trust, etc. with columns for name, manager, and other details.

Table listing unit trusts including Canada Life Unit Trust, Canada Life Unit Trust, Canada Life Unit Trust, etc. with columns for name, manager, and other details.

Table listing unit trusts including Fidelity Investment, Fidelity Investment, Fidelity Investment, etc. with columns for name, manager, and other details.

Table listing unit trusts including National General, National General, National General, etc. with columns for name, manager, and other details.

Table listing unit trusts including N & G Securities, N & G Securities, N & G Securities, etc. with columns for name, manager, and other details.

Table listing unit trusts including NMF British, NMF British, NMF British, etc. with columns for name, manager, and other details.

Table listing unit trusts including Royal Life, Royal Life, Royal Life, etc. with columns for name, manager, and other details.

Table listing unit trusts including various other trusts with columns for name, manager, and other details.

JOTTER PAD: A grid for taking notes.

CROSSWORD No.6.815 Set by PROTEUS: A crossword puzzle with clues and a grid.

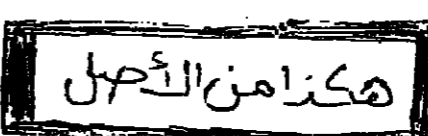
Table listing unit trusts including various other trusts with columns for name, manager, and other details.

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GUIDE TO UNIT TRUST PRICING: A section explaining how unit trust prices are calculated and presented.



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Main table containing unit trust information, organized into columns for various trust categories and individual trust names with their respective prices and codes.

INSURANCES

Table of insurance-related unit trusts, including various life insurance and general insurance policies, with columns for trust names, prices, and codes.

OTHER UK UNIT TRUSTS

Table listing other UK unit trusts, including names like 'The Church of England Unit Trust' and 'The National Society Unit Trust', with their respective prices and codes.

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Main table containing unit trust information with columns for Name, Price, Yield, and other financial metrics. Includes sub-sections like 'National Mutual Life', 'Scottish Widows Group', and 'Offshore Financial Management Ltd'.

MANAGEMENT SERVICES OFFSHORE AND OVERSEAS

Table listing management services and offshore/overseas options, including names like 'David M. Aarons' and 'UK LISTED'.

Table titled 'UK AUTHORISED' listing various financial institutions and their services, including 'Allied Dunbar Investment Fund Mgrs' and 'Asset Global Funds Ltd'.

FT UNIT TRUST INFORMATION SERVICE

Table listing various unit trusts and offshore funds, including names like Alliance Capital Ltd, Offshore Insurances, and other financial products with their respective details.

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Table listing various financial services including British Funds, Foreign Bonds & Rails, Int. Bank and O'Seas Govt Sterling Issues, and Money Market Trust Funds.

LONDON SHARE SERVICE

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BUILDING, TIMBER, ROADS. Table with columns: Market, Stock, Price, Bid, Offer, Last, Dividends, etc.

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HOTELS AND CATERERS. Table with columns: Market, Stock, Price, Bid, Offer, Last, Dividends, etc.

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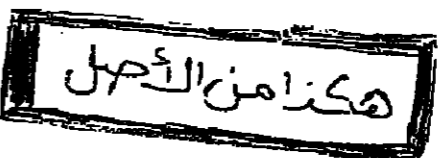
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REGIONAL & IRISH STOCKS. The following is a selection of regional and Irish stocks, the size being quoted in each currency. Includes sub-sections for Australians, Irish, and Traditional Options.

CURRENCIES, MONEY AND CAPITAL MARKETS

FOREIGN EXCHANGES

Yen to rise as Japan outperforms the rest

By Colin Millham

WORLD ECONOMIC growth will slow down over the next year or so, but the Japanese economy will remain the most buoyant, and this is expected to lead to a further appreciation of the yen against the dollar.

West Germany is unlikely to match Japanese economic performance during this period, and it must therefore be questioned how long the D-Mark will hold its present value against the Japanese currency?

The D-Mark slipped from around 177.50 at the beginning of this year to 70.50 by mid-October, and there has been very little change since.

Japan's performance is as strong as suggested in Nomura Research Institute's latest financial forecast. The yen seems set to strengthen against all major currencies, including the D-Mark.

The problem is that the view from Tokyo tends to be different from that in Washington and Europe.

Total growth among the members of the Organisation for Economic Co-operation and Development will slow over the next two years, amid some danger that the world could be sliding into recession.

The pace of economic activity among OECD nations will slow from 4.4 p.c. in 1988 to 2.2 p.c. in 1990, but recession will be avoided providing the US effects budget deficit reductions in the 1990 fiscal year, according to National Westminster Bank.

NatWest forecasts that strong US growth of around 3.9 p.c. this year will slow to 2.0 p.c. next year and to 1.7 p.c. in 1990, as the incoming Bush Administration pursues a tighter budgetary policy.

Japanese growth will also slow, but Japan will remain the most successful economy, expanding by 3.0 p.c. in 1990, compared with a forecast of 2.2 p.c. for West Germany.

Forecast for Japan may be rather conservative however. Kleinwort Benson's annual review of Japan says the issues are not whether growth will slow, but how much it will slow, and not whether inflation will rise, but to what level it will rise.

This generally deteriorating environment there are still many reasons to be optimistic. A growth rate of 3.7 p.c. is forecast by Kleinwort for the next fiscal year beginning in April, with inflation rising from 1.2 p.c. to 1.8 p.c., although a new indirect tax is expected to add another 1 p.c. to the latter figure.

The continuing ability of the Japanese economy to outperform the rest of the world will be reflected in foreign exchange rates, according to the general opinion in the US and Europe, but this does not appear to be considered inevitable in Japan.

Sumitomo Bank in Osaka has forecast that the average exchange rate for the dollar in the 1989 fiscal year, will be ¥125. This is very little different from the present rate.

Sumitomo expects growth to be 3.8 p.c., compared with 4.8 p.c. during the present fiscal year.

Nomura Research Institute in London takes a different view, and believes the dollar will average ¥120 during the fiscal year, but Nomura also believes growth will remain very strong at around 4.8 p.c. during this period.

Kleinwort sums up the Japanese economy by saying the situation is likely to change from excellent to good over the coming year, but it will continue to outperform the rest of the world.

National Westminster suggests the dollar will decline during 1989 to ¥110 and will remain around that level in 1990.

A significant improvement in the US budget and trade deficits from 1991 onwards will produce moderate but sustained dollar gains from 1991 onwards, bringing the dollar up to ¥115 by the end of 1994.

National Westminster suggests the dollar will decline during 1989 to ¥110 and will remain around that level in 1990.

EURO CURRENCY INTEREST RATES table with columns for currency, term, and rate.

EXCHANGE CROSS RATES table with columns for currency, rate, and date.

CURRENCY RATES table with columns for currency, rate, and date.

CURRENCY MOVEMENTS table with columns for currency, movement, and date.

OTHER CURRENCIES table with columns for currency, rate, and date.

DOLLAR SPOT-FORWARD AGAINST THE DOLLAR table with columns for currency, term, and rate.

POUND SPOT-FORWARD AGAINST THE POUND table with columns for currency, term, and rate.

MONEY RATES table with columns for instrument, rate, and date.

LONDON MONEY RATES table with columns for instrument, rate, and date.

FT LONDON INTERBANK FIXING table with columns for instrument, rate, and date.

BANK OF ENGLAND TREASURY BILL TENDER table with columns for instrument, rate, and date.

WEEKLY CHANGE IN WORLD INTEREST RATES table with columns for instrument, rate, and date.

NEW YORK Treasury Bills and Bonds table with columns for instrument, rate, and date.

NEW YORK Money Rates table with columns for instrument, rate, and date.

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FT-ACTUARIES WORLD INDICES

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NATIONAL AND REGIONAL MARKETS table with columns for market, index, and date.

Base values: Dec 31, 1986 = 100; Finland: Dec 31, 1987 = 115.037 (US \$ index), 90.791 (Pound Sterling) and 94.94 (Loca). Copyright, The Financial Times Limited, Goldman, Sachs & Co., and County NatWest Securities Limited, 1987.

EUROPEAN OPTIONS EXCHANGE

European Options Exchange table with columns for option, price, and date.

LONDON RECENT ISSUES

London Recent Issues table with columns for issue, price, and date.

FIXED INTEREST STOCKS

Fixed Interest Stocks table with columns for stock, price, and date.

RIGHTS OFFERS

Rights Offers table with columns for offer, price, and date.

BASE LENDING RATES

Base Lending Rates table with columns for bank, rate, and date.

EAB FINANCE N.V.

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European American Bancorp (Incorporated with limited liability in New York, U.S.A.)

EBC Amro Bank Limited

EBC Amro Bank Limited (Agent Bank) 19th December 1989

FACTORING

The Financial Times proposes to publish this survey on: 27th January 1989. For a full editorial synopsis and advertisement details, please contact: Tim Davis on 01-248 8000 ext 4181.

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WORLD STOCK MARKETS

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Table with columns for AMSTERDAM, FRANCE, GERMANY, ITALY, SWITZERLAND, and CANADA. Each column contains stock market data including high, low, and price for various companies and indices.

Table with columns for TORONTO, MONTREAL, and INDICES. Includes Dow Jones, S&P 500, and other market indices with their respective values and changes.

Table with columns for JAPAN, AUSTRALIA, and other international markets. Lists various stocks and their prices in different currencies.

Table with columns for NEW YORK ACTIVE STOCKS. Lists individual stocks with their closing prices and percentage changes.

Table with columns for TOKYO - Most Active Stocks. Lists Japanese stocks and their performance on Friday, December 16, 1988.

Advertisement for 'Traveling Business' featuring the Hotel Cravat, Holiday Inn, and Intercontinental Hotel. Includes contact information for Financial Times.

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NYSE COMPOSITE PRICES

Table of NYSE Composite Prices listing various stocks with columns for stock name, price, and change. Includes sub-sections for 'Continued from previous page' and '4pm prices December 15'.

OVER-THE-COUNTER

Needa national market, 4pm prices December 15

Table of Over-the-Counter prices listing various stocks with columns for stock name, price, and change. Includes sub-sections for 'Continued from previous page' and '4pm prices December 15'.

AMEX COMPOSITE PRICES

4pm prices December 15

Table of AMEX Composite Prices listing various stocks with columns for stock name, price, and change.

Table of AMEX Composite Prices listing various stocks with columns for stock name, price, and change.

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## The Business Column

### A need to demystify software systems

Bricks and mortar might seem far removed from the business of writing computer programs, but there are powerful lessons for the software industry in the way the construction business is developing in competence and sophistication.

Building projects are rarely late or over budget. Software projects, invariably, are both. A spate of studies over the past few years has sought to analyse and explain the software business, frequently arriving at contradictory conclusions and recommendations for the success of individual companies or countries.

The reasons for this new interest are easy to identify. The battle for hardware markets is largely over, at least for European companies. But there seems a possibility of salvaging something from software. As the most expensive single element, it is assuming increasing importance in modern information systems.

Most studies of the industry, however, stumble over two misconceptions. First, that the software business can be treated as a single, homogeneous industry. It cannot. It is a loose affiliation of businesses differing in size, direction, ambition, capabilities and product. The only common feature is a requirement to write instructions for a computer to obey. There is bespoke software, written to order for a single customer; packaged software, written to be used without modification by many customers; systems software, written by hardware manufacturers to control their own computers; and management information systems software, developing in-house software.

### Possibilities for a healthy industry

Second, there is a belief that because hardware and software are operationally inseparable, they are in some way equivalent and should show a similar rate of progress. This is the origin of the notion that although computer hardware has shown dramatic improvements over the past decade, computer software has in some way failed to keep pace.

So what possibilities remain for a healthy European industry? Students frequently bemoan its failure to succeed in packages but it is hard to see what could happen to make that possibility more likely. Success in packages requires a bright idea where, for example, is the next Lotus 1-2-3? - and a large homogeneous market. European software specialists have bright ideas, but the most ardent single European marketer might have difficulty envisaging even a simple accounting system that could be sold without modification across Europe.

Large software projects costing millions of dollars and involving large teams of software designers are another matter. The complexities of the kind of computer systems envisaged for the private and public sector in future guarantees there will be increasing numbers of this kind of project. The penalties for failing to meet contractual responsibilities on time, cost and what software failures could threaten life, will be severe.

Too many independent software houses (and MIS departments) still operate at the level of the kind of builder, offering impossible timescales, for completion and unrealistic estimates. Europe could produce a small number of companies able to operate at such a high level, and that is probably all that is needed.

The move from independent software house to systems integrator with prime contractor responsibilities will imply size, multinational capability, financial muscle, professional management of a kind uncommon in the software business, and a first-class software toolkit (computer programs which write computer programs). CAP Gemini Sogeti of France and the Sema Group and SDF-Scicon of the UK are embryonic examples, as is Andersen Consulting, the US-based consultant.

Successful systems integrators will have to be able to manage the different kinds of software subcontractors with which they will have to deal. They will also have to understand the need to demystify the software business; to turn software production from craft to engineering discipline.

Alan Cane

This is the final week of Advent, the season in which the Christian Church prepares to celebrate Christ's birth and looks forward to His coming again to judge both the quick and the dead.

The Most Rev Dr Robert Eames, Anglican Archbishop of Armagh and Primate of All Ireland, is one of the most senior clergy in a part of Europe where the transition between the quick and the dead is often a cruel and violent one.

He has conducted the funeral services of 56 murder victims during the current troubles in Northern Ireland. Yet he is convinced that there are signs that the Christian message of reconciliation, which will be proclaimed from pulpits again this Christmas, is gradually bringing the province's divided communities closer to peace.

This year has seen Dr Eames promoted into a second quest for reconciliation on a wider stage. He is the chairman of an international commission trying to find ways of containing the divisions within the worldwide Anglican communion which are about to arise from the consecration of its first woman bishop.

Should he prove successful at this demanding task, it is a sign of new strength to suggestions that Dr Eames could be the person to succeed Dr Robert Runcie as Archbishop of Canterbury. Robert Eames - confusingly now commonly nicknamed Robin - grew up in Northern Ireland and studied law before his ordination. He spent 12 years in parishes, most of the time in Belfast, before becoming Bishop of Derry and Raphoe in 1975. In 1986 he became Primate of All Ireland at the unusually young age of 49. He responds to the rumours about succeeding Dr Runcie by saying that he has quite enough to cope with at the moment.

Dr Eames begins analysing the problems of Northern Ireland by speaking enthusiastically and in knowledgeable detail about industry. There must be a quick end to the inevitable uncertainty provoked by the proposed privatisation of Harland and Woolf's Belfast shipyard and Short Brothers, the city's aerospace company. Industrial relations in the province are second to none. Many sectors of industry, like linen, glassware and scientific products, have great success stories to tell. Northern Ireland's agricultural sector is preparing hard for the challenges of 1992.

He is anxious to set the province's economic and industrial context for two reasons. One is that he is an

## THE MONDAY INTERVIEW

# A double quest for peace

Alan Pike meets the Most Rev Dr Robert Eames, Anglican Primate of All Ireland

"unashamed advocate of Northern Ireland" who, on his frequent visits overseas, is determined to emphasise the achievements of a place which outsiders often know only from pictures of violence. The other is that he attaches great importance to economic and industrial growth in defeating the darker side of life in Northern Ireland.

"It is very important for people to realise that this is not a

### PERSONAL FILE

1937 Born

1960 Research Scholar and Tutor, Faculty of Laws, Queen's University, Belfast

1963 Curate Assistant, Bangor Parish Church

1966-74 Rector of St Dorothy's, Belfast, and later of St Mark's, Dundela

1975-80 Bishop of Derry and Raphoe, and later of Down and Dromore

1986 Archbishop of Armagh and Primate of All Ireland

1987 Select Preacher, Oxford University

religious war. It is not a case of Protestant attacking Roman Catholic and Roman Catholic attacking Protestant per se. The ingredient is there and because of that we cannot remove religion from the conflict, but I think any objective view would say that it is a social, political conflict. And in that situation the man of terror finds that he has the ingredient to promote ferment."

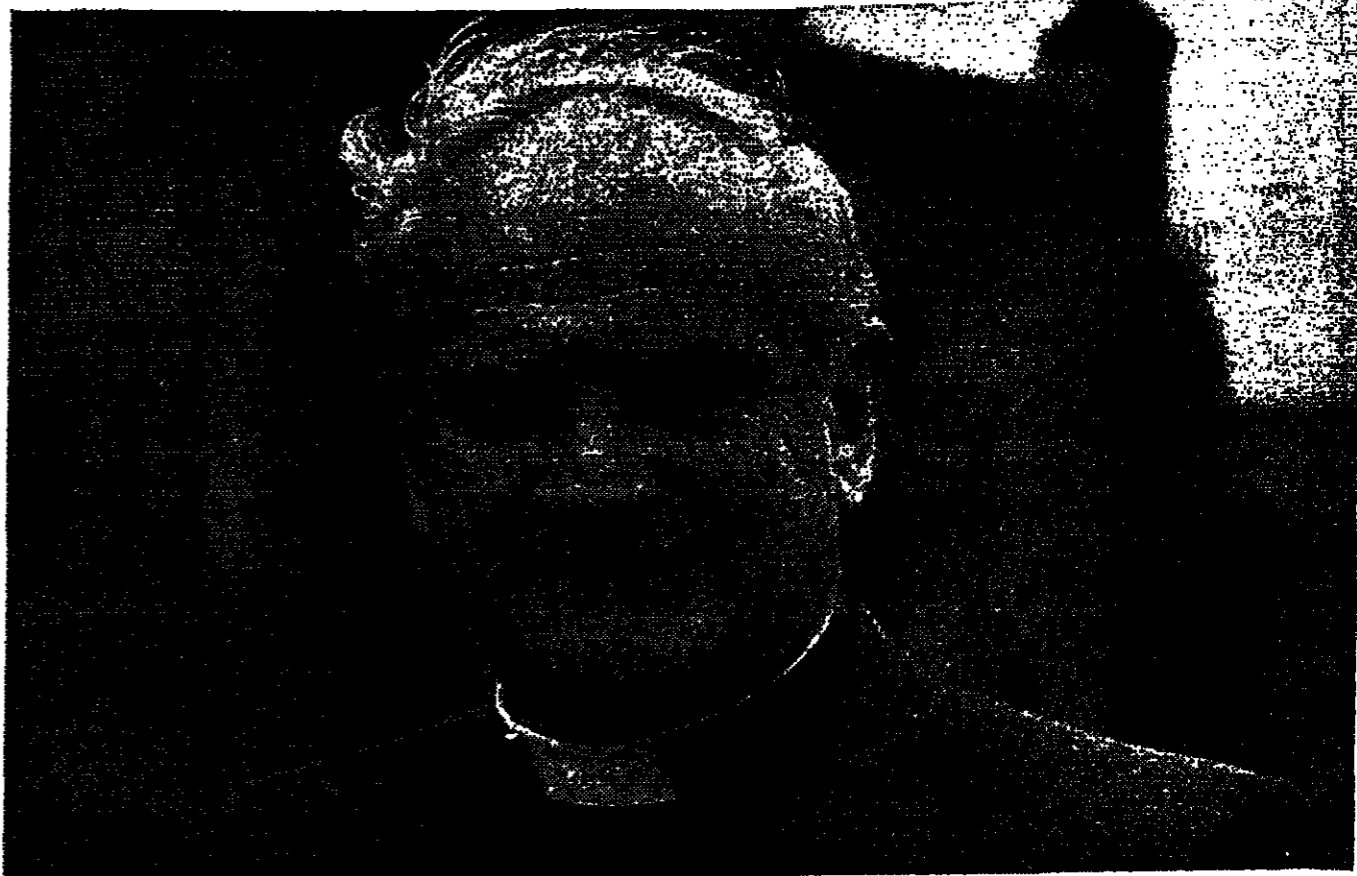
Religious war or not, the labels Roman Catholic and Protestant retain a shining significance in Northern Ireland which has dulled in many

other places. Dr Eames and Cardinal Tomás Ó Fláith, the Roman Catholic Primate of All Ireland, share the title of Archbishop of Armagh. Their two cathedrals, both dedicated to St Patrick, Ireland's patron saint, face each other from hill-tops across Armagh city. Viewed against the backdrop of Irish history, the sight produces one of symbolism's more picturesque touches.

Since the religious ingredient cannot be excluded from the conflict, could the churches not do more to break down barriers between the Roman Catholic and Protestant communities? They are, responds Dr Eames, working together more closely than in the past, and more than is often realised.

Glegry of different denominations now meet much more regularly to seek common solutions to problems. Dr Eames and the Rt Rev Cabal Daly, Roman Catholic Bishop of Down and Connor, have recently returned from an ecumenical mission to the US where they pleaded with Irish Americans not to give money to Irish causes which ended up buying guns. After last year's Enniskillen Remembrance Day atrocity, the two bishops conducted a service in Belfast Cathedral where the overflow crowd outside was as big as the congregation inside. Nobody asked or cared who was Roman Catholic and who was Protestant. Footage was simply there - which is, says Dr Eames, as it ought to be.

But are closer relationships between the clergy reflected among their congregations? "There are still many areas of Northern Ireland where ecumenicalism is looked upon as a dirty word. In a situation



'There are still many areas where ecumenical is a dirty word'

where the extremist can carry tremendous weight you are an object of suspicion if you are seen to be deviating too much from the certainty of where you have been born. The certainty that you have been brought up to be like this. But in other areas of Northern Ireland ecumenical relations are flourishing, and we are able to do many things together that we were not able to do before."

A successful outcome to the reconciliation in Northern Ireland would be manifested in "a pluralist society in which people were not asked to change their principles, but were invited to find what common purpose they can have and discuss differences in peace," says Dr Eames, whose responsibilities extend to both sides of the border. He believes that Ireland consists of two minorities, the Roman Catholics who are a minority in the North and the Protestants who are a minority in all Ireland.

On the basis of his experience, Dr Eames says he would not go so far as making the simplistic statement that violence does not pay. It achieved some things in terms of the

sorrow and uncertainty which it caused. But the people of Northern Ireland had discovered the disadvantages which came from supporting violence. "The man of terror is offering nothing except further suffering. He is not offering a solution. The solution lies in the sort of reconciliation that the churches are talking about and the sort of industrial development that we are seeking. We desperately need investment. We desperately need understanding from the mainland UK. We desperately need friends who will be aware that there is another side to Northern Ireland."

In the midst of his activities in Ireland, which involve him in a much wider range of secular issues than those experienced by bishops in many parts of the world, came what Dr Eames describes as the body blow of being asked to chair the Anglican Church's Commission on Communion and Women in the Episcopate.

Since the 1970s, when churches in the US, Canada and New Zealand began ordaining women, the issue of women priests has threatened the Anglican church with its

most damaging split for generations. The problem reached a new peak at the Lambeth Conference of bishops in the summer with the defeat of a resolution seeking to slow down the movement towards women bishops. Since then the Rev Barbara Harris has been elected Suffragan Bishop of Massachusetts, and she is likely to be consecrated early next year.

While many people in the Anglican church believe the US Episcopal Church should have awaited the outcome of Dr Eames's commission before selecting a woman bishop, he takes a more relaxed and generous view. "At least it puts a human face on the problem. We aren't just discussing a theory anymore."

Some observers believe the issue of women priests and bishops is divisive enough to rip the Anglican Communion apart and do untold damage within individual national churches like the Church of England. No one doubts the sincerity with which conflicting views are held. But Dr Eames, who is due to present final proposals to his fellow bishops in April, pleads with

people not to take sides too quickly. When people do this they get backed into corners, pride comes into it, and they have to fight their corners.

"I believe the critical question in all this is what we do with dissent. Do you allow a situation to emerge where dissent is driven under the surface and you get deeper hurt than ever, or do you create a situation where dissent can be acknowledged as sincere, and you go on to create a formula that allows it to co-exist with assent?"

Dr Eames is talking about women bishops, but they are the words of someone whose ministry has been spent in Ireland. It is easy to see how one of his two current roles has prepared him for the other. In his Christmas message to church-goers this week he will be urging them to value the importance of the small gesture. The advice itself might seem a small gesture but it comes from someone whose experience has taught him that, when faced with totally opposing points of view, it is the only way of building the confidence from which bigger gestures can come.

## Confessions are not safe evidence

I have no soft spot for terrorists and I believe the Irish government would not have extradited Mr Ryan, the former priest, whatever was said or left unsaid in the UK. They have sufficient domestic reasons for refusing extradition of a Catholic priest and an IRA suspect. The publicity unleashed by the Belgian government's refusal of an earlier British request only provided a convenient excuse. Yes, it is really such an insult to British justice to say that the publicity made a trial unsafe?

If it is, then there is no justification for the UK's law of contempt of court, prohibiting even moderate comment on cases about to be tried for fear that the course of justice could be perverted and judge or jury, or both, influenced by broadcasts or newspapers. The distorting influence of Northern Ireland's public opinion, divided as it is between, and reinforced by threat of violence and by assassination of judges, has been recognised by the establishment of the "Diplock"

### The vilification of British courts has been for a long time part of the IRA's propaganda abroad

courts, in which the judge sits without jury.

If the argument of the Irish Attorney General, though used in a bad cause, appears to be reasonable in itself, one ought to look for other reasons for the British government taking offence so easily. One such reason may be that the vilification of British courts has been for a long time part of the IRA's propaganda abroad and particularly in the US. The other reason is probably the fact that English criminal justice went through a particularly bad patch recently.

On the one hand, none of the lessons read to judges by the Lord Chief Justice and the Lord Chancellor could prevent in a few cases an absurdly tolerant attitude towards sexual crime. A man who was this month sentenced to life, committed a series of sex offences



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and murders of old women. Some of them could have been spared their terrible fate if an earlier prosecution succeeded. It failed for "lack of evidence". On the other hand, there has been a number of serious allegations that some people in prison for murder are in fact innocent. Recently, the Court of Appeal rejected two applications for a leave to appeal after new evidence was presented which, in the opinion of some very knowledgeable people, puts the conviction in doubt.

In the case of the Guildford Four, two eminent Lords of Appeal, Lord Devlin and Lord Scarman, were compelled to record their doubt in a joint, full-page article in The Times. The two Law Lords are clearly uneasy about the verdict which found the four petty criminals guilty of the Guildford bombing, to which a more "professional" IRA bombing gang later publicly confessed rather persuasively. They also think that the refusal of retrial rests on a wrong interpretation of section 2 of the Criminal Appeal Act 1968 by the House of Lords which in 1974 withdrew from judges the power to draw conclusions from new evidence which should be reserved to the jury.

I would not worry too much about this shift of power from the jury to the judges. The jury is not the only safeguard of justice and, indeed, in cases requiring expert evaluation of evidence - and this applies not only to City fraud - is hardly a safeguard at all. A more serious obstacle to reaching a just verdict is embodied in the criminal procedure which allows conviction on the basis of uncorroborated confession of the accused.

This was the basis of the verdict on the Guildford Four. In

another case last week, the Court of Appeal again rejected an application for leave to appeal on the basis of new evidence against a conviction mainly based on confessions or statements made to the police and denied in court. Three men were found guilty of the horrific murder of Police Constable Keith Blakelock. New evidence was offered that one of those who "confessed" to the police is easily suggestible and as a mental age of 10 or 11. Lord Scarman said that being more susceptible to suggestion did not put him outside the ordinary experience of the jury. But how was the jury to know that he was so susceptible if it was not presented with any evidence on the subject?

However, the difficulties of evaluating confessions made to the police are only a consequence of the all-pervasive fault of the English criminal procedure which admits as "evidence" statements taken by the police and denied or withdrawn in court. This practice

### The public was shaken by allegations that some in prison for murder are innocent

contradicts the fundamental rule of the English - and indeed any civilised - criminal trial: that the judgment must be based on evidence and testimony presented in court and not on hearsay; a police record contradicted by the accused is hearsay, and is tainted further by its presentation by the accuser. It may be true or false but it is certainly not evidence and would not be admitted as such in many countries which do not lag behind Britain in their prosecution of crime.

If the Home Secretary plans, as is believed, to facilitate criminal retrials, the confessions unsupported by other evidence ought to be his first target. By ruling them out he could enhance the credibility of British criminal justice and gain wider support in the battle with the terrorists.

This announcement appears as a matter of record only.

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